

may 2, 1985

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VOLUME 44, NUMBER 8

OSHAWA, ONTARIO

MAY 2, 1985

Local 222 UAW General Membership Meeting

Thursday, May 9, 1985
7:30 p.m., UAW Hall
44 Bond St. East, Oshawa



Sinclair's Corner

By JOHN SINCLAIR
President

I would like to ask every member of Local 222, when they go to vote on Thursday, May 2, 1985, to support our NDP members, Mike Breaugh, Oshawa Riding, Doug Smith, Candidate for Durham East, Don Stewart, Candidate for Durham West, Art Field, Candidate for Victoria-Haliburton, and Marg Wilbur, Durham-York. By voting for your NDP candidates, we can then have a true voice in Bob Rae, our NDP Leader in Queen's Park, which we have been lacking for some time.

Negotiations in process right now are FLEXPAC, located on Farewell Avenue in Oshawa, and Columbus-McKinnon, which is located in Cobourg.

There will be a Canadian Founding Convention held on September 4, 5, 6 and 7, 1985 in Toronto, the purpose of which will be to structure our new National Executive Board.

Recently, there was a request to me to have a meeting, if possible, before the summer vacations to deal with the GM Pension Agreement. I said at the time that I didn't see anything wrong with it, but I thought it

would be too early as with us forming our new Canadian Union, we would be setting up a new Constitution for Canada. By doing that, then the resolutions would be going to a true Canadian Convention instead of the way it has been in the past where we went to the USA and discussed their resolutions, and then a month later discussed ours.

Negotiations in 1984 was when we found out we could not do things differently here in Canada because the pattern was set in the USA. Well, now that is going to change because we will be fighting for our own demands and putting them on our priority list. Then the membership will be able to decide whether we were right or wrong because we will be setting our own pattern.

So, to the person who asked for the meeting, I think it will be better if it is held after the Founding Convention in September, 1985.

Don't forget to Boycott EATON'S, and don't forget to Vote NDP on Thursday, May 2, 1985.

P.S. — The next Membership Meeting, which was to be held on Thursday, May 2, 1985, will be cancelled until Thursday, May 9, 1985.

1st Vice President's Report

By ORVILLE FAUGHT,
1st Vice-President
GM CHALLENGES
OUR UNION

On April 9, 1985, Supervision had consented to have both Zone Committeeman George Knott and his Alternate, Gary Murphy, functioning as Union Representatives because the Company had a large number of employees on Notice of Discipline. Supervisor Les Allen and Brother Murphy both agreed to continue the last disciplinary interview of April 9, 1985 the next day because they ran out of time.



On the morning of April 10, 1985, Gary Murphy relayed what had transpired to George Knott, and then headed for his regular Assembly Line job but, before he reached his work area, the Company's Labour Relations Rep. Randy Giroux, intercepted him and instructed Gary to report to an office because he was on Notice of Discipline for not going to his job at the beginning of the shift.

While Management held Brother Murphy captive in an empty office, other Truck Plant Union Reps started to congregate out of concern for their colleague's welfare, and they normally get together in this very room to discuss mutual concerns. Randy Giroux ordered all the other Union Reps to leave the room where they usually assemble to discuss problems, but none of them obeyed his command. Giroux called Plant Protection and two sergeants came into the Truck Plant, but refused to take any action and indicated they felt Randy was being childish. At this point in time, no Union Reps were put on Notice of Discipline for failing to follow Giroux's instructions.

Although all this transpired in the morning of April 10, 1985, no discipline was issued until 2:45 p.m. when Gary Murphy was given a one-day suspension, but was only allowed to serve one hour. This practice is illegal because it would mean the Company could issue discipline to employees, but have nothing to lose if it was deemed the discipline was unjust. If we, as Union Reps, allowed this to happen, the Company

could conceivably build up a horrendous record against employees in a short period of time without the risk of being liable for their indiscretions. It is obvious Management just want to build up a bad record on Union Reps so they have a club to hold over their heads, and reduce their effectiveness.

On April 11, 1985, I was functioning as President of Local 222, and received a call from the Truck Plant Committeemen, asking for me to get involved in what was transpiring. I met Plant Chairman Phil Bennett, and asked him if he knew about the problems in the Truck Plant and if he was going to get involved to resolve the issue. Brother Bennett said he was aware of the problems, but wasn't getting involved, so I went to the Truck Plant and he went to Howard Toaze's office. After arriving in the Truck Plant, I went to the Labour Relations office and tried to call Toaze to let him know of my presence in the Truck Plant, but he wouldn't accept my call. Randy Giroux came into the office just after I tried to call Toaze and shut the door, keeping me as his prisoner, denying me the right to leave or talk to the other Union Reps.

While being held captive in Giroux's office, I told him my presence here was for the purpose of resolving the situation, not to aggravate it, and some sensible discussion would probably put the whole issue to bed. Giroux stated that he wasn't interested in resolving the issue, and promptly called Howard Toaze for instructions, which led to me being immediately escorted out of the Truck Plant by Plant Security. During the time all this was taking place, Motor Line employees had sat down to protest their Union Rep being disciplined, but District Committeeman Bing Campney managed to convince them to return to their jobs.

The Company must have viewed what happened on the Motor Line as an assurance that Truck Plant Union Reps were now fair game because, as soon as I was ejected from the Plant, the Company put Tom Conahan on

Notice of Discipline. Once again, this was at the start of the shift, yet Management scheduled the Discipline Meeting for the end of the shift where they gave Brother Conahan a one-week suspension for failing to follow orders despite the fact that Union Reps are contractually free from orders.

On Friday, April 12, 1985, Truck Plant employees refused to work because one of their Representatives was suspended, and the entire Plant was sent home at 10:00 a.m. There is no doubt in my mind that General Motors purposely created this unnecessary confrontation, and Howard Toaze was not only aware of every development, but instrumental in executing the entire campaign. Our Union has been challenged, and our membership goaded into collectively taking extreme measures. If Union Reps are not free from Supervision's orders, then our membership will not have effective representation. In my opinion, what happened in the Truck Plant is a disgraceful conspiracy, and warrants an extensive investigation by both our Union and the Department of Labour.

At the time of writing this article, Management have not yet taken any disciplinary action against any of the sisters and brothers who sat down in support of their Committeemen being suspended. The Company has, though, been interviewing those who sat down and, in turn, putting them on notice. I understand that the majority have requested their Committeeman, District and Plant Chairman to sit with them during the interview, which is their right and the proper way. It is important that the Plant Chairman be present as he is the top bargaining agent for our Union and, if Management do decide to take disciplinary action, then the Plant Chairman, who is totally responsible for the Grievance Procedure and major decisions, will have first-hand information which will, no doubt, greatly assist him in negotiating a responsible and just settlement on the above matter.

The Facts

By TOM CONAHAN,
Zone 26
Alternate Committeeman

The recent disciplining of Committeemen and Alternates has started to create a lot of concern in our membership and many Local 222 Union Reps. There have been many rumors circulated throughout General Motors most of which are designed to confuse our work force. In an effort to clarify what has happened my article in this issue of



our paper will openly reveal the entire truth about what has transpired.

In the past few months General Motors has boldly and harshly disciplined Union Representatives, Murray Strong, his successor Pat Moran, Gary Murphy and myself. Each of us have active grievances in procedure except Murray Strong, who, faced with a discharge, chose to pursue his case through our judicial system because he felt this method would be more beneficial than our negotiated system. Each of us share the common distinction of servicing hourly rated employees in the Truck Plant.

In the past few months myself and other Truck Plant Union Reps have been bluntly informed by members of management that some very influential people have openly insisted we have to be disciplined at the first opportunity and as soon as possible. This latter statement is the truth and we look forward to having the opportunity to substantiate these facts by testifying to this under oath and subpoenaing the other people so they can be subjected to the same pro-

cedures. There are also other occurrences we feel justify us having very serious suspicions that a deliberate conspiracy is in motion to destroy the basic fundamentals of our organization. The reason this preceding information has been given is so everyone can appreciate how all of us as Truck Plant Union Reps must think and act accordingly.

THE ACTUAL EVENTS

On April 10th Union Rep Gary Murphy was put on notice of discipline by Labour Relations Rep Randy Giroux and ordered to remain in a waiting room (normally occupied by all Truck Plant Union Reps) until a Paragraph 27 interview could be conducted in the Labour Relations office.

I heard about what was happening and out of concern for Brother Murphy's welfare, went into this waiting room to talk to him. Keep in mind this waiting room is always used by all Union Reps and served this purpose as eventually every other Union Rep joined me within a very short time. Randy Giroux ordered me to leave this room and I calmly replied "this is me leaving" but remained with Brother Murphy. Shortly thereafter all other Truck Plant Union Reps joined Gary and myself and Giroux called Plant Protection to have us all ejected, but the two Sergeants who showed up refused to get involved and suggested they thought Randy was being childish. Although all of us failed to leave the waiting room, no one was put on notice of discipline and at 2:15 p.m. Gary Murphy received his paragraph 27 interview and subsequent one-day suspension.

The next day, near first break, I was informed I was on notice of discipline and a Paragraph 27 interview was scheduled for 2:00 p.m. and then

I was later given a week suspension for failing to leave the office when instructed. The next day people refused to work because their rights to representation were being threatened and their Representative was unjustly suspended. I filed a grievance against my suspension and subsequently received a 3rd step hearing in the company's Board room on April 15th. At this special 3rd step meeting I received no representation on my behalf from our Plant Chairman or District Committeeman except for Brother Graham, stating I was contractually free from orders. This is an exact account of what happened and should serve to put the entire issue in the proper perspective. It should also be well noted all other Truck Plant Union Reps were in the same waiting room as myself yet so far I was the only person reprimanded despite the fact everyone refused to leave!

Cliff Mills Motors

By BRIAN PARRY
Chairman

I commend Bob White on his assistance on retaining the Auto Pact Agreement and the Canadian Content laws on imported goods he feels our government should implement. I watched Mulroney's convention on free trade on television with great interest and to me Bob White told it the way it is. There is no question that Canada and Canadian Auto Workers have benefited from the Canadian U.S. Automotive Trade Agreement. This Agreement has just commemorated the 20th anniversary of the Auto Pact.

"The Canadian share of North American Production and Jobs has increased substantially since the 1965 Auto Pact". While overall North American Employment in the Auto Industry is about what it was in 1965, the year the Pact was signed, the number of Canadian Auto jobs

has increased from 70,000 to 125,000 jobs.

If we had the same type of agreement on imports from Europe and the offshore markets there would be many more jobs created in Canada for our sons and daughters.

In many of these countries an Auto Pact Agreement is almost impossible due to their Culture, however our Government is allowing these countries to flood our market almost at will.

As the Chairman of Cliff Mills I am very concerned for the people in the Automotive Industry and those I represent. This is why I support Bob White and the new Canadian Union for he sees the law has to be amended to include a Canadian Content clause, where these offshore countries must manufacture here if they want to sell here to protect our people.

Cliff Mills Motors is the only unionized car dealer in Oshawa and if you are purchasing a new or used vehicle please think of our people and the jobs you can create.

If you have a problem call your committeeman or myself the Chairman. We would be more than glad to help you.

Bond Tower vs UAW

By JOHN KOVACS,
2nd Vice-President

I have received some government new release flyers from Ottawa. These were released by the Government in March 1985. They may be confidential because their content deals with public relations between the EIC (Employment Insurance Commission) and the General Public. After reading it, I loudly wondered if Garry Hillier,

the local PR man for the Commission ever reads their Government news releases? It is called "Media Tips for EIC Personnel". I would like to give you some quotations from this flyer and then I will comment on how contradictory is the action of this Commission, compared to the government's suggestions. So let me begin: "The various Federal Government departments and agencies urge their staff to maintain good relations with representatives of newspapers . . ." Well it does not explain what happens if the columnist is also an official Union representative, who is responsible to help correct UIC problems. "All departments and agencies have information officers,

whose role is to help managers perform their duties in communicating with the public" — "The public that we serve has a right to information, and the media is precisely one of the main sources of information" — Following this logic then it is up to people like me to inform you of all changes, new rules, and regulations, etc., which come down from the Commission. One of the main roles of the Public Relation's officer is to help create a favorable public image of the various government agencies, and that includes the Employment Insurance Commission. The reason for that is really very simple. You, the public, foot the bill out of our Tax Dollars for these Agencies and they want to tell you that your tax dollars are well spent.

In the past we have always received the utmost co-operation from the top level people at the Local UIC office as they recognized our role as servants of our people. In the line of work we helped to resolve hundreds of UIC problems, and in the course we covered up the tracks, never even outlining some of the bureaucratically bungled up cases. We were sensitive as not to tarnish the image of the Commission because we always received the utmost co-operation from them in every respect.

Looks like they are changing, and it slowly became evident that there is one man behind the changing of the relationship between the Local Commission and the UAW — Mr. Hillier. His anti-union feelings finally overpowered his senses and has gone as far as to discredit our Local Union and its representatives with General Motors.

The Commission was put on notice by your President and myself that we are not going to lay back and take his poorly-judged actions lightly. We will be meeting with company officials in the near future. Gary Hillier, this so-called P.R. man will be invited to this meeting as he made

some denials when we confronted him with some company statements. The bottom line is that instead of doing his job as a P.R. man for the Commission he is indulging himself in a personal vendetta against representatives of Local 222.

We do not have a Contract with the UIC but we do have some alternatives, and all of them will be considered. God knows we never asked for, or looked for confrontation, but looks like the Commission is looking for one, and historically the UAW never backed away from any in the past.

It is part of my job to inform you of everything that happens. It will be done without being sensitive towards the Commission. At least until Mr. Hillier is moved out of here or relocated.

I can possibly live with bureaucracy and phony rules and regulations fabricated by a top bureaucrat, but I have no respect for a person who uses lies and misrepresentation to discredit. I would like to think I have built a strong credibility with the people I have been in constant contact with, and no one is going to tarnish that with lies and false accusations.

In closing I will quote to you the closing remarks of the Government news release: "In short the Public we are serving has a right to be informed — notably through the media — the good relations with the media do not suddenly appear . . . remember, the best way to recall what you have said is to tell the truth, and restricting yourself to your area of responsibility" end of quote.

A CLOSING THOUGHT

I grew convinced that "truth", "sincerity" and "integrity" in dealings between man and man were of the utmost importance to the felicity of life; and happy those who can practice them ever while they live. (Benjamin Franklin)

Behind the Scene

By DAN KEWLEY,
Zone 22, Committeeman

It has been a while since my last article, so I would like to thank the people in the zone for giving me an acclamation in the elections. I will

continue to represent everyone as fairly as possible and to the best of my ability. I would also like to congratulate Glen Bell on his re-election as alternate. His hard work and dedication were duly recognized by the membership. To his opponent, Mark Cheesebrough, my respect for a clean, honest and sincere union campaign.

This article is being written at the time of the disturbing occurrences taking place in the Truck Plant. Most of the blame for what is happening down there can be put squarely at the door of the head of Labour Relations, Howard Toaze. The reason being that Howard Toaze and his collaborators are carrying out a vendetta against the Truck Plant committeemen for exposing his manipulations in *The Oshaworker*.

It's a long story, but basically two Alternate Committeemen were suspended. One for a day and one right at the end of the shift on Thursday, April 11th, for a week. It is a known fact that Randy Giroux, the Truck Plant Labour Rep., was seen dialing Toaze's number to get his marching orders. On the Friday morning there was a sit-down. The Company refused to call Union Representation and instead sent the Truck Plant workers home. There is no doubt the Company wanted the situation to continue and made no attempt to call Union Representation and resolve the problem. There is also no doubt that Supervision was in contact with Randy Giroux, who no doubt was carrying Toaze's football.

The Executive Board passed a motion to have all Committeemen and Alternates called out of the plant to discuss the problem. This was the proper response as there is a motion to do so in the event a Union Rep is

suspended. The Shop Committee, composed of Districts and Plant Chairman, voted to take the matter through the grievance procedure if not resolved prior to. The Committeemen and Alternates had no vote.

There is no doubt in my mind that Toaze and his collusionists intend to spread their practice of picking off Union Reps. Doug Reynolds, our District, told me a few weeks ago that Howard stated that if I got re-elected he would take my job. Just being a Committeeman and never having met or dealt with Howard Toaze, I had to wonder why? The only thing that makes sense is my involvement as a minor player to bring the plight of Dept. 77 workers to the rest of the membership's attention. By the looks of the suspensions in the Truck Plant, Toaze has only begun. I wonder how higher company officials can condone giving him the power they have given him. What kind of Corporate Executive would send people home and lose a million dollars production just for a personal vendetta? What kind of human being would threaten a man's job, security and family existence over a disagreement on eliminating preferred jobs? The answer, of course, is a man with power who has become amoral in the wielding of that power.

The Toaze empire extends from Labour Relations to control of General Superintendents and Plant Managers and has even spread as far as the employment Office at GM. If curbs are not put on this empire, problems between management and the Union will fester instead of being reasoned out in a responsible manner. I feel sorry for the Truck Plant workers who are working in an environment of upheaval. It is hard enough to chase the line and do a quality job, let alone have to deal with upper management interference with their elected Union Reps.

I have a final word for Howard and his collaborators which is relevant to all who hold positions of power, perhaps even more so those who are in positions more powerful than Toaze's. It is a quotation by Albert Camus, "I shall tell you a secret my friend, do not wait for the last judgement, it takes place everyday."

Truck Plant News

By GENE BERGERON
Zone Committeeman

On Thursday, April 18th, the members attending the GM Unit meeting passed a motion putting the Shop Committee meetings back to

Monday nights instead of Friday afternoons. This action will result in Zone Committeemen and Alternates becoming more involved in our Union's affairs through greater participation. When these

meetings were supposedly held on Friday afternoons they were poorly attended and seldom chaired.

Included in this motion was the directive to return personal grievances to the Committeemen and Alternates, as well as the Districts jurisdiction. In other words, any member who feels they didn't receive proper representation may attend these Monday night meetings and state their case to the entire body who, in turn, will decide the final outcome.

This procedure had been watered down when the Shop Committee met on Friday afternoons because the Committeemen and Alternates were prevented from participating. In my opinion this is a giant step towards restoring credibility to our Union by giving our members an avenue to personally see their problems or grievances receive proper recognition.

REPRESENTATION

Myself or any other Committeeman has to have a certain measure of

protection while doing our jobs. We are contractually free from orders because it would be impossible to provide adequate representation if this was not the case. The Company is well aware of this fact, yet they suspended Tom Conahan simply because he didn't leave an office when instructed to do so by Randy Giroux.

The members of management responsible for this stupidity have purposely caused this Corporation to lose vast sums of money because they not only violated Brother Conahan's rights, they refused to try and resolve the problem prior to it occurring. When our Plant Chairman declined to help resolve the issue, acting President Orville Faught tried to discuss the events with management but they refused to try on directions from Toaze's office. The Truck Plant people were bullied into withholding their services and intelligent discussions should ensure none of these people receive discipline.

The Company lost the battle but won the war because the Committeeman's suspension will be processed through our lengthy grievance procedure. This means Union Reps all over General Motors are fair game for Supervision unless they give up on representing a person when management tells them to leave. Every Union Rep in General Motors knows how Howard Toaze manages to get away with most of his manipulations and it looks like they are made enough to have this aspect investigated.

Meanwhile though, I can't help but wonder what GM's higher echelon in Detroit intend to do about the needless conspiracy in its Oshawa complex which cost the Corporation a bundle of money.

**Retirees
Membership
Meeting
Monday, May 13, 1985
1:00 p.m.
UAW Hall
Draws**



Secretary-Treasurer's Report

By TOM HOAR

The dates for the two (2) annual picnics are now set. The first one will be the Retirees' (June 25) and the second one will be our 39th Annual Membership (July 6th) picnic, both held at Lakeview Park. In case of rain they will be held the next day. Below you will find the March financial report.

MARCH 1985

Expenditures	\$566,584.30
Receipts	499,936.31
Deficit	\$ 66,647.99

BANK BALANCE MARCH 29, 1985

Current Acct. February 28, 1985	\$ 234,266.22
March deposits	2,030,039.47
	2,264,265.69
March withdrawals	2,264,178.48
Bank Balance	\$ 87.21

Note: \$150,000.00 included in March withdrawals was in a term deposit over the week-end of Mar. 29/85 and came due April 1, 1985.

ASSETS

Cash on hand	\$ 8,480.09
Bank balance	87.21
Autoworkers Credit Union	22,156.53
Government Bonds	12,000.00
Coop Credit	90,000.00
Investors Group Trust	300,291.87
Special Unit Benefit Fund	20,894.56
Investments	1,450,000.00
	1,903,910.26
Less O/S Cheques	37,311.06
	\$1,866,599.20

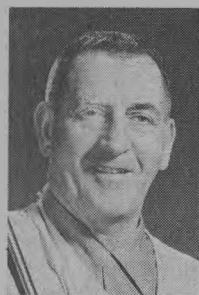
EXPENDITURES

Office & Hall Wages	\$ 35,340.65
Lost Time Wages	63,498.88
Payroll Service Charge	513.47
Lost Time Expenses	9,918.22
Per Capita Tax	277,798.19
Publicity	200.00
Office Supplies	5,880.93

Hall Supplies	2,501.65
Building Maintenance	8,858.92
Entertainment	5,486.47
Welfare	197.00
Education	3,628.00
Donations	10,875.00
Dues Refunds	678.55
Telephone	5,784.40
Green Shield Prepaid Services	687.42
Orientation Fund	4,404.00
Retired Members Dues Fund	1,179.66
Miscellaneous Rent	3,049.20
Miscellaneous — pens, etc.	2,178.78
Vending	931.90
OHIP	416.50
Officers Insurance	15.20
Oshaworker	13,586.41
No Concessions Fund	70,398.50
Arbitration	625.00
Pension Plan	715.00
Postage	3,000.00
Oshawa Area Skilled Trades — assessment	8,936.40
Duplicate Retirees Fund — assessment	300.00
Special Unit Benefit Fund	25,000.00
Total Expenditures	\$566,584.30

RECEIPTS

Check-offs	\$476,060.13
Hall rent	6,279.00
Apartment rent	600.00
Miscellaneous sales	710.50
Telephone	686.80
Entertainment	100.80
Vending	535.18
Retired Members Dues Fund	1,080.11
Interest Income	5,389.74
Postage reimbursement	1,860.03
Orientation Fund	1,943.00
Oshaworker	1,567.47
Office Salaries	2,295.92
Building Maintenance	696.09
Miscellaneous	118.00
Green Shield	13.34
Total Receipts	\$499,936.31



Rod & Gun Club

By ROY FLEMING

Recently I visited the second and third marshes on the shores of Lake Ontario to bird watch. I saw many, many Canadian Geese preparing for their migration flight to the Subarctic. On the same day a very stiff wind was blowing from the east. As I walked the marsh shore, I noticed a balloon slowly descending and bouncing off the water. I also saw a yellow piece of plastic, about the size of an envelope, attached to a string on this balloon.

This balloon blew into a shrub, so I retrieved it. Much to my amazement, the note was from Jason London, a ten year old boy from Winnipeg, Manitoba. He requested that the finder return the note stating the time, date, and where the balloon landed. The note also said this was a school project. I am very anxious to hear back from Jason and his school.

When I went to school, we were taught that the weather travelled west to east at the rate of 600 miles a day. Many things can effect the local weather. For instance, high and low pressure, the sun and moon, and smog can all be big factors in effecting the weather. Also, large parking lots, buildings with large areas of brick and glass can all effect the local weather. Trees and forests can also effect the weather because they absorb the sunrays and slow down the wind currents.

The fishing is at its' best right at your own back door. I spend many early mornings walking the banks of the Oshawa Creek. It is unbelievable how early the Rainbow Trout start up stream to spawn. The ice is hardly gone and the fish start up stream. There have been many

people patrolling the local streams, in order to prevent the taking of Rainbow Trout before the season. There were also many interested people helping the Rainbow Trout over the dam at Camp Samac on the Oshawa Creek.

I have noticed that there were many hands helping to lift fish at the Vanstone Dam on the Bowmanville Creek, and at the Ganaraska River at Port Hope, where there is a fish ladder, many fish were being examined, measured, and tagged. In all these streams, the fish were making their way up-stream to spawn, and if not caught, to return to Lake Ontario.

You can see what a little conservation on our local streams and some fish planting can achieve. Let's keep up the good work and control, and let's report any acid or oil spills in the local streams. The dumping of fill into the creeks, or the changing of a stream bank by cutting too many trees and shrubs can soon ruin a trout stream.

There is a group of interested conservationists who, along with your help, are going to try to keep the Oshawa Creek clean. So, On May 6-12, 1985, free plastic bags will be available from Sunoco Inc. to people and/or groups who are interested in helping clean up the creek. The local members of the Ontario Federation of Anglers and Hunters are heading up this project.

The spring wild flowers will soon be in flower in the local woods and wood lots. Unfortunately, the first thing a developer does when he develops a property is bulldoze out all the natural trees and shrubs and fill in all the swamps, marshes and low

spots. This makes nice flat land to build houses on and to make roads and parking lots.

The home owner then has to purchase some trees and shrubs. Also, in the end the wild flowers are all gone. Wild flowers are very delicate and cannot stand to be run over by vehicles or tramped by people. What a shame that we are losing all our wild flowers.

The Townline Road between Oshawa on the east and the Darlington Twp. used to have many wild flowers. It was a picture to see and a joy to walk among these flowers. I must admit, that at the time they were so plentiful, I did not know many of the names of the flowers. However with the help of a few good wildflower books, I began to learn the names and to enjoy these wildflowers ever so much more.

If you won a fish trophy for 1984 and did not pick it up at the banquet, it is at the Newcastle Club House. Why not drop out and pick it up?

Sunday May 5, 1985 at the Newcastle property from 9 a.m. to 3 p.m., the Club Championship Trap Shoot will be held — Rain or Shine. This is a trophy shoot. The Lewis System will be used in scoring.

Remember: Get those fish entries into Box 483, Oshawa.

Buy that membership card. It only costs \$2.00.

You could win the lovely boat, motor and trailer.

GM's Two Faced Policy

By BOB IRWIN

Zone 60 Committeeman

With management goint to great lengths to convince employees their 1987 project will bring with it greater production and a change in em-

ployer-employee relations, higher supervision have forgot one important philosophy, which is to practise what they preach. A good example of what I mean actually led up to the conditions that resulted in



Brother Gary Murphy being suspended. The Company had given permission to have both George Knott and his Alternate, Gary Murphy, providing representation for employees on notice of discipline.

The reason management had consented to this situation is because a large percentage of workers in their zone were on notice of discipline and the Company wanted to take the bat to these workers as quickly as possible. In actual fact supervision disciplined Gary because he was completing the job he was assigned to do the previous day as was suggested by acting General Supervisor Les Allen.

The member of supervision responsible for putting both Union Reps on notice of discipline was Labour Relations Rep. Randy Giroux. There is no doubt Randy was only acting on instructions from central labour relations and his

supervisors definitely authorized the penalties. We had all been informed a number one priority in the Truck Plant was to nail Union reps. at the first opportunity with Tom Conahan being their main target. The fact management refused to try and resolve the mess they created when acting President Orville Faught came into the Truck Plant, verifies a definite conspiracy was in motion to try and dissolve the quality of Union representation.

If top management in Detroit want to know exactly who is responsible for what is happening, all they have to do is contact some of us and we could point out some Company records that could be examined so they would see for themselves what has been transpiring. This latter suggestion would probably result in the immediate resolution of all the corporation's problems in our area.

PROJECT '87

GM wants to instill excitement and exultation in their work force about the proposed increase in production or expansion. **What the Company is not highlighting is the fact only production will increase and NOT the amount of manpower.** In actual fact, the only expansion in the Truck Plant will be an increase of machinery and production. It is too bad management didn't allow everyone they took to view U.S. operations, the chance to talk to people who weren't employed because of this new system. As previously stated I realize we can't avoid automation and new technology but I do resent management trying to convince us we should be elated over the loss of jobs!

GM Unit

By JIM MCGEE

Alternate Committeeman
Zone 25

I attended the GM Unit meeting held on April 18, 1985.

There was a Brother there from the North Plant on a personal grievance. It was atrocious the way this Brother has been treated prior to and at this meeting. The issue that really sticks out in this Brother's complaint is that nobody would tell him if he did or did not have a



grievance, and the reasons either for or against.

This Brother started by calling his committeeman who could not resolve the issue. The District Committeeman was brought in, and first stated that he did have a grievance

and then reversed his decision. The Brother then had no recourse but to go to the Shop Committee on Monday morning. At the Shop Committee meeting, the plant chairman and the committee stated that he did have a grievance under Letter 31 of the Local Agreement. Two days later, the Brother was told by the plant chairman that he did not have a grievance, but again was not told why.

Then, under the Constitution, his next step was to appeal it to the GM Unit. At this Unit meeting, after a lengthy debate, it was voted and passed that he did have a grievance.

Under our present Collective Agreement, no Sister or Brother should have to spend time (40 hours of his own time) to obtain a simple answer as to his rights.

SHOP COMMITTEE MEETINGS

At this GM Unit meeting, it was passed by a vote of two-thirds that

the GM Shop Committee meetings be moved from Friday afternoon to Monday evening, and personal grievances will once again be held at these Monday night meetings.

I don't know what our plant chairman meant when he stated at this meeting that, if these meetings and personal grievances were moved to Monday night, he would not attend. As a representative of Local 222, I believe our membership should always come first before personal gains.

TRUCK PLANT CRISIS

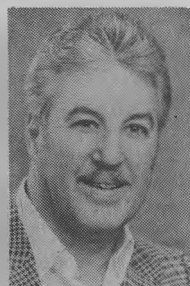
I would like to commend Orville Faught and the membership of the Truck Plant on the stand they took when two of the committeemen were suspended.

As a member of the Shop Committee, I realize there are three Local Steps in the Grievance Procedure, but in a crisis such as this — why don't we all stand together?

United we stand — divided we fall.

UAW Constitution

By RAY FINNEY
Alternate Service Representative
& MOE BRYAN
Oshawa District Labour Council



We believe very strongly in our UAW Constitution. Our founders worked very hard to set these guidelines so our Union and its membership would have a solid base to operate from.

We would like to quote a few paragraphs from our UAW Constitution.

ETHICAL PRACTISE

The UAW is proud of its democratic heritage. Its Constitution is carefully designed to insure each member her or his full democratic right, both as an individual and through her or his elected representative, to express her or himself freely and to participate at all levels in the decisions governing the Union. Moreover, individuals' rights as a UAW member are protected against infringements or abuse for a member may appeal complaints concerning the administration of the Union to the Local Union, the International Executive Board, and the Constitutional Convention, and has the right to submit her or his appeal to the UAW Public Review Board, comprised of citizens with national reputations outside the labour movement whose decisions are final and binding.

BUSINESS AND FINANCIAL ACTIVITIES OF UNION OFFICIALS

Any person who represents the UAW and its members, whether elected or appointed, has a sacred trust to serve the best interests of the members and their families. Therefore, every officer and representative must avoid any outside transaction, which even gives the appearance of a conflict of interest. The special

fiduciary (a trustee or holding in trust) nature of Union office requires the highest loyalty to the duty of the office.

No officer or representative shall have any substantial financial interest (even in the publicly-traded, widely-held stock of a corporation except for stock-purchase plans, profit-sharing or nominal amount of such stocks) in any business with which the UAW bargains. An officer or representative shall not have any substantial interest in a business with which the UAW bargains collectively.

No officer or representative shall accept "kick-backs", under-the-table payments, valuable gifts, lavish entertainment or any personal payment of any kind, other than regular pay and benefits for work performed as an employee, from an employer with which the Union bargains or from a business or professional enterprise with which the Union does business.

OWEN BIEBER

Under our present Constitution, Owen Bieber should not be on the Board of Directors for Chrysler Corporation. We hope our present leadership and representatives do not follow in this direction.

We cannot imagine how anyone could represent the membership properly if the Company is putting anything in your pocket besides regular pay.

It is to be hoped that Bob White and the Founding Constitutional Convention retain these important paragraphs in our new Canadian Constitution.

Democracy Returns

By HARVEY ROSS

Zone 34

Alternate Committeeman

The motion passed at April's GM Unit meeting is good news to every officer of our Local Union who has a genuine concern for the quality of representation afforded our membership. For quite some time the weekly meetings for committeemen and alternates had been held on Friday afternoons and as a result there were seldom any of these actually held.

The committeemen and alternates are the most important representatives in our organization as they provide our members with on the spot representation. This body of Union officers has the responsibility of enforcing our contractual provisions for all hourly rated people in General Motors. These same representatives have traditionally had the right to determine if a person has not received adequate representation concerning their respective grievance.

Every member had the opportunity to attend our Monday night shop committee meetings and explain his or her particular problem to all participating Union Reps who would in turn discuss and vote on how the situation should be handled. This segment of the Monday night meetings was entitled "personal grievances" in the adoption of the agenda.

When the shop committee meetings were moved to Friday afternoons the "personal grievance" section was deleted from the agenda and this subsequently came under the sole jurisdiction of the District Committeeman and Chairman of their Monday morning meetings. This latter practice proved to be very detrimental to our membership since Union politics resulted in just one person deciding whether a person did or did not have a legitimate grievance.

It also prevented all UAW Committeemen and Alternates in the GM Unit from participating in what is their primary concern. Fortunately,

ly, the members attending the GM Unit voted overwhelmingly in favour of returning the "personal grievances" back into these Monday night meetings.

One member attending this Unit meeting did stand up and declare that he did not care what the membership wanted there would NOT be any Monday night meetings or personal grievances handled by that assembly. But, GM Unit Chairman John Caines did an admirable job by declaring that our members decide how our Union is run and not just one individual. I would like to take this opportunity to compliment Brother Caines on his firm and sensible execution of the duties of his office.

In any event, commencing Monday, April 22, any member who feels he or she has not received adequate representation of their respective problems will be able to explain their case to all the Zone Committeemen and Alternates who in turn will collectively decide what should be done in each incidence.

True Success

By DAVID KLIEN
Chairman, United Way — C.A.P.

On April 11, 1985, Al Mason (co-chairman) for the Oshawa-Whitby-Newcastle United Way, Ron Wannamaker (chairman) General Motors United Way, Lynda Dennis (co-chairperson) C.A.P. United Way and myself visited the St. Catharines engine plant United Way.

To give you a little background of St. Catharines, it has a population of 122,000 and another 28,000 people residing in Thorold, Lincoln, and Niagara On-The-Lake. The auto industry is their major employer with almost one-third of their workforce employed directly by three auto parts manufacturing plants.

Since the late 1970's, they had become economically either a no growth or slow growth area, with a loss of almost 7,000 jobs. During these years, their United Way managed about 6 or 7 percent more dollars each year. In 1979 and 1980, they began selling the idea of campaigning to potential. In both years, they recorded increases in excess of 8 percent. **Record increase.**

In order to meet the needs of their community in 1981, it required major marketing in three key areas — management, organized labour and the donor community at large. The result of this restructure led to a record 16 percent increase.

In 1982 following the same direction, their campaign kicked off with a high degree of enthusiasm. The week prior to the campaign, their workforce dropped by almost 5,000 and

during the following weeks of their campaign, this total had risen to 10,000. To their credit, they persevered and only lost 3 percent over their previous year's achievement. That in itself had to be a miracle, or people caring for the less fortunate.

The 1983 campaign was hit by two other major fund raising efforts. A million dollars was required to purchase a cat-scan unit for a local hospital and 4.5 million dollars for an addition to Brock University. This meant that the citizens and businesses of their community were going to be asked to contribute almost 7 million dollars during the calendar year.

In the spring they made their case to the management group at General Motors. They compared their performance locally with what was happening in Windsor and requested they adopt a similar approach.

A separate appeal was made to the District Labour Council for their support and commitment from the various union locals in the area.

As a result of this, a campaign was set up in the General Motors, St. Catharines engine plant as a pilot project for 1983. The campaign goal was to humanize the United Way and make it more personal, canvassing every employee in groups of 50-60 off the job. A committee was comprised of 10 people from both salaried and hourly personnel from diverse departments. This committee worked full time on the campaign.

The result of this change was a 128 percent increase in 1983 from

\$80,536.00 to \$184,059. The other St. Catharines plants increased their pledges from 30.9 percent and 27.8 percent.

In 1984, following the same direction, the engine plant pledged \$234,279.00. This is a 30 percent increase over last year's total of \$184,059.00.

Some other results that ensued from this labour/management approach were as follows: Ridley College — 52 percent increase, Regional Employees — 202 percent increase, Hayes Dana Inc. — 71 percent increase, Port Weller Dry Docks — 371 percent increase, St. Catharines Screw Machines — 70 percent increase, Radio Station CKTB — 98 percent increase.

RECORD YEAR PLANNED

Another idea that resulted from our meeting in St. Catharines is that on September 13, 14, 15, 1985, the Recreational Council will be holding a slo-pitch tournament in St. Catharines. Teams will be arriving from near and far. The C.A.P. United Way will be taking the dunk tank down for the weekend. We will be operating the dunk tank on a 50-50 basis.

With the continuing support of Gordon White, plant manager of the C.A.P., John Sinclair, president of UAW Local 222, and the employees of General Motors of Oshawa, we will be successful in making the 1985 United Way campaign of Oshawa-Whitby-Newcastle a record breaking year.

Thank You

By BOB NORMOYLE
Zone 47 "A" Chassis

I would like to thank everyone in Zone 47 for their support in re-electing me committeeman in the recent election. The next few years will



bring some of the most radical changes ever experienced in the auto industry, but together we will work our problems out, and get the best agreement possible. Once again, thank you. In my last

column, I stated I would outline some of the more important working condition letters, this column will outline Working Condition Letter #49. Preferable Jobs — District 6.

It was agreed that the highest seniority Assemblers, Stock-chasers-Assembly Plant, Inspectors — Chassis Assembly, or Inspectors

— Final Car and/or Truck requesting to be reassigned to an opening in their classification within their supervisor's group will be reassigned provided the employee is capable of doing the job assignment after a reasonable training period.

It was further agreed that employee's request to be re-assigned outside their supervisor's group, but within their department within their classification, will be resolved by the district committeeman and the superintendent. On granting such requests, if more than one employee requests the same reassignment, seniority will be the governing factor.

It is understood that the opening created by any of the above reassignments are not subject to the provisions of this statement.

It is further understood that this letter does not apply to the Utility Repair classification.

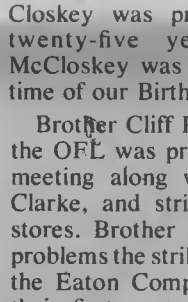
If you have any questions concerning this letter, don't forget, call your committeeman.

Auxiliary 27 Report

By JACKIE FINN
President

Following is a summary of our last two meetings. 50/50 winners were Sisters Pearl Badour and Ruth Hopson. Congratulations! Best

wishes and congratulations were extended to Sister Hilda Baker and her husband who in March celebrated their 60th Wedding Anniversary. At our March 19th meeting, Sister Edith Mc-



Closkey was presented with her twenty-five year ring. Sister McCloskey was vacationing at the time of our Birthday Banquet.

Brother Cliff Pilkey, President of the OFL was present at our recent meeting along with Brother John Clarke, and strikers from Eaton's stores. Brother Pilkey outlined the problems the strikers are having with the Eaton Company, trying to get their first contract. It definitely is going to be a struggle and let's help them by not shopping at Eaton's stores. Auxiliary 27 donated \$1,000 to the striker's fund.

Other donations made were — Auberge — Home for battered wives and their families, \$500. Easter Monday Meals-On-Wheels, we picked up the tab that day. C.A.C. — \$25. Canadian Cancer Society — \$200. NDP election donation to Oshawa Riding — \$500. Durham East Riding — \$500. Durham West Riding — \$500.

We are sending twelve (12) delegates to the annual conference held at Port Elgin, September 20, 21, 22. Their accommodations will be paid for and each delegate will receive ten dollars expense money and three cars will go and \$50 expense to each of the three drivers.

A special thank you to Sister Isabel Powers for her donation of twenty dollars to the Auxiliary. Sister Powers lives just outside of Calgary, Alberta, and was visiting here on the Easter weekend.

We had a very successful penny sale and thank you Sister McDougall for convening the ticket sales also everyone else who contributed to the success of this sale.

On Thursday, April 25th, we are having our annual spring outing to the Oshawa Little Theatre and dinner prior to show at the Marwood. Thanks to Sisters Verna Parker and May Gray for convening the ticket sales.

We held elections for the Election Committee and the 1985-86 Election Committee are Sisters Phyllis Clarke, Verna Parker, and Dorothy McEachern. Thank you Sisters.

UPCOMING EVENTS

Please remember our bazaar planned for Friday, November 1st at the Oshawa Shopping Centre.

We are planning a raffle on a hamper of groceries, then, but more on this in my next writeup.

Please remember our next business meeting is Tuesday, May 7th and this meeting is nominations for our Executive and Standing Committees. Tuesday, May 21st will be the elections.

See you then.

Women's Committee Up-Date

By CATHY ROLLS
Reporter

It's been awhile since my last article in *The Oshaworker*, so I had best bring everyone up-to-date on the comings and goings of the Women's Committee.

EATON'S BOYCOTT

All unions are assisting the Eaton's workers in their fight for a decent contract. On March 16, 1985, it was UAW Day. Members of our committee helped make up the 1,200 people who gathered and walked one mile to the Scarborough Town Centre to demonstrate.

EDUCATION

In February, Kathy Swann and myself attended the weekend Educational Seminar held at the Union Hall. We would like to congratulate the Education Committee on the excellent job they did.

Recently, a few educational seminars were offered to the Women's Committee and we are planning to attend. At the end of April, the Affirmative Action Seminar in To-

ronto will take place. Several Sisters of our committee, and a few others, are planning on attending. On May 5 to May 10, 1985, The Women's Conference in Black Lake, Michigan, will take place. Norma Yake and myself will be there representing Local 222 and Liz Koos will be representing 1136.

DAY CARE

At this time, we have several projects on the go. Presently, we are trying to gather all the information we can concerning day care. Hopefully we can attain this data and start to organize so that if and/or when day care comes to this local we won't be at a complete loss.

UIC AND PREGNANCY LEAVE

Hopefully in May, whenever we can arrange a date, we hope to hold a seminar, open to the public, concerning UIC regarding pregnancy leave. The speaker present will be Larry Ladd. We were hoping to have this in April, but since there are so many changes in the Unemployment Insurance Act in the month of April we decided to put it off until May.

STREETPROOF

Yet to be arranged, but hopefully in the near future, we are also planning to hold a seminar that is open to all about Streetproof. Streetproof is a non profit organization that was created to educate both parents and children about ABUSE and will

teach children how to say NO when unwanted attention is paid to them. If you remember the UAW picnic part of our booth was set aside for Streetproof.

AFFIRMATIVE ACTION COMMITTEE

The UAW is now in the process of setting up an Affirmative Action Committee in accordance with document 107 of the Master Agreement. Since at this time we do not have an elected female representative in this Local, Sandy Richer, Chairperson of the Women's Committee, was appointed temporarily to the position of Affirmative Action Officer of Local 222.

INQUIRIES

As I stressed in my first article, any inquiries you may have that may concern this committee please get in touch with any member. We will be more than willing to help in any way that we can. You can get in touch with us at: Sandy Richer — Truck Plant (Hardware) #2 shift, Norma Yake — "A" Chassis (Bumper Line) #2 shift, Janis Rossiter — North Plant (Rad Room) #1 shift, Maureen Summers — North Plant (Plastics) #3 shift, Carol Garrow — North Plant (Stamping) #1 shift, Carol Balsdon — North Plant (Clusters) #1 shift, Mary Shobbrook — North Plant (Plastics) #3 shift, Cathy Rolls — "A" Chassis (Final Line) #2 shift, Kathy Swann — Cadbury.



Old Vienna Qualifying Tournament for Niagara Falls

Roy's Enterprise 5th Annual Slo-Pitch Tournament

Teams 8 24 32 16
Mens (B+C) (D) (DD) (Masters 32 and over)
And (B+C+D Park teams) and ladies divisions

Date June 8th and 9th

All games in Oshawa

*Most UAW Teams are classed D.D.

Call Bob Solomon
242 Johnson Avenue
Oshawa, Ontario, L1J 1S5
416-728-8512

Inter-Area Bowling Tournament

By MARG GRAY

On March 23rd, 1985, Oshawa Ladies Auxiliary 27 Bowling League, hosted the 26th "Inter-Area Bowling Tournament". Those auxiliaries attending were Aux. 270, Brantford, Aux. 50, St. Catharines, Aux. 321 Brantford, Aux. 364, Windsor, and Aux. 27, Oshawa. There were a total of ninety-three bowlers. Registration was at One o'clock at Motor City Bowling. Bowling started at Two o'clock, at which time Bruce England, owner, gave the rules and welcomed all the folks to Oshawa. There were quite a few husbands and friends who travelled to Oshawa to cheer their gals on, and by the cheering, all enjoyed their day here, bowling.

Around six o'clock, all went to the United Auto Workers, Local 222 Hall, for dinner at six thirty. Our

President Sister Annabelle Cobb welcomed all the bowlers, husbands and friends to Oshawa. After the blessing, and a toast to the Queen, we all enjoyed a delicious meal which our own ladies of Aux. 27 prepared.

After the meal, President Sister Annabelle Cobb introduced the head table guests. The head table guests were President Sister Annabelle Cobb and husband Ken, Secretary Treasurer Sister Isabelle McFarlane and husband Jim, our Auxiliary President Sister Jackie Finn, and husband Frank, Scorekeeper Sister Phyllis Munroe, and husband Walter, and Bruce England from "Motor City Bowling". Our Local 222 President Brother John Sinclair and his wife, Sister Helen, were supposed to be with us. Brother John was ill and unable to attend. We do hope at time

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Election Committee Report

By JERRY SMITH and
HAROLD MUTTON



ELECTION RESULTS TO APRIL 23, 1985

March 28, 1985 Zone 47	Elected
Bob Normoyle, Committeeman	
April 2, 1985 Zone 55	Elected
Paul Piels, Committeeman	
Christopher Smith, Alternate	Elected
April 10, 1985 Zone 14	Elected
Wayne Robinson, Committeeman	
April 11, 1985 Zone 13	Elected
Phil Goodwin, Committeeman	
William Bolan, Alternate	Elected
April 16, 1985 Zone 47	Elected
Art Kimble, Alternate	
April 17, 1985 Zone 9	Elected
Phil Fox, Alternate	
April 23, 1985 Zone 4	Elected
Fred McConnell, Committeeman	
Bob Bobbs, Alternate	Elected

AVP EXTRUSIONS

The deadline for accepting nomination for Chairperson, Committeeperson or Alternate Committeeperson is 10:00 a.m. on Monday, April 29, 1985.

An election, if necessary, will take place on Tuesday, May 2, 1985.

CLIFF MILLS

The deadline for accepting nomination for the positions of Chairman, Committeeman or Alternate — Zone 1, and Committeeman or Alternate — Zone 2, is 10:00 a.m., Monday, April 29, 1985.

An election, if necessary, will take place on Thursday, May 2, 1985.

CADBURY

An election for Maintenance Committeeperson and Alternate Committeeperson took place on Thursday, April 4, 1985. The results were: Kenneth A. Spencer

— Committeeperson elected, and Norman Bassett — Alternate elected.

Nominations for Committeeperson and Alternate, representing all members except Maintenance, closed at 10:00 a.m., Tuesday, April 9, 1985. At that time, there was no candidate for Alternate Committeeperson.

An election for Committeeperson was held on Monday, April 15, 1985. This resulted in a run-off election which took place on Friday, April 19, 1985. Shirley Thebeau was elected Committeeperson.

LANTIC SUGAR

Elections for Committeepersons and Alternate Committeepersons took place on April 11, April 16, and April 18, 1985.

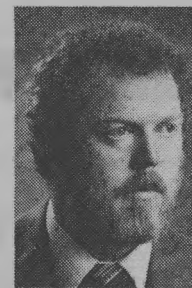
Zone 1 — Chris Calder, Committeeman	Acclamation
No Candidate for Alternate	
Zone 2 — Ron Steeves, Committeeman	Elected
Douglas Smith, Alternate	Acclamation
Zone 3 — Dale Woods, Committeeman	Elected
Rick Fita, Alternate	Acclamation
Zone 4 — Run-Off for Committeeman	
Paul Dillon, Alternate	Acclamation
Zone 5 — Robert Robinson, Committeeman	Acclamation
Frank Seymour, Alternate	Acclamation
Zone 6 — Brian Steeves, Committeeman	Acclamation
Stephen Kramer, Alternate	Acclamation
Zone 7 — Brian Hatfield, Committeeman	Acclamation
Kevin Colliss, Alternate	Acclamation
Zone 8 — Run-Off for Committeeman	
Kenneth Ferrier, Alternate	Acclamation
Zone 9 — Victor Currie, Committeeman	Acclamation
Tim Keen, Alternate	Acclamation

Runoff elections in Zone 4 and Zone 8 will take place on Friday, April 26, 1985 and Thursday, May 2, 1985.

Plant Chairman's Report

By PHIL BENNETT
Chairman

On March 28, 29, of this year, a meeting of the International Metalworkers' Federation, General Motors, World Auto Council was



held in Vienna, Austria. This IMF World Auto Council represents over half a million organized GM workers affiliated to the IMF in all continents.

Representatives from the following countries participated at the conference meeting: Australia, Austria, Belgium, Brazil, Canada, France, German Federal Republic, Luxemburg, Mexico, Portugal, Spain, South Africa, United Kingdom, United States, Venezuela. Delegates from Kenya and Korea were also invited, but no delegates were present.

Brother Bob White, our Canadian Director, asked me to go to this council meeting as Chairman of the National Canadian GM-UAW Council, along with one of his assistants Brother Buzz Hargrove, and our International Representative who services our Local, Brother Pat Clancy.

The conference was very informative, but the fact that really hit home to me was that the struggles of the workers are the same world wide. It is one thing to read about workers and their struggles in a newspaper, or a book, but it is another thing to learn first hand from these people, especially from South Africa and Mexico, just to mention a few. Without Unions, the plight of the workers would definitely be lost.

A great deal of the discussion centred around protecting jobs from new technology, retraining our members as a result of new technology, reducing International differences in wages and working conditions, reduced work time, General Motors earning more money per worker, but paying us less, and quality of work life programs.

Below are eight resolutions, past unanimously, by the delegates at the conclusion of the conference:

(1) **Union rights in all GM Plants** — There are still places where GM of GM associated companies do not recognize elementary trade union rights and as in the case of EDS are openly opposed to the establishment of trade unions. In some areas, Company-manipulated unions are used to prevent the establishment of real democratic unions controlled by GM workers. We denounce such practices and call for them to end.

(2) **Disclosure of Information** — We call on GM to discuss with us the establishment of a Company-wide coherent and uniform system giving workers and Unions both access to all significant information concerning the Company as well as a voice in the making of important decisions likely to affect them.

(3) **Protecting jobs from new technology** — It is evident that new flexible production and material handling systems are greatly increasing productivity and, at the same time, reducing job opportunities. We will not allow GM to dump us as if we were junk cars. We are men and women and demand the right to new training for new jobs within the corporation, without reduction in income or detrimental affects on working conditions.

(4) **Why is GM earning more per worker but paying us less?** — Most of us have lost purchasing power since we last met in Dearborn, Michigan in 1981. Furthermore, while actual labour costs per GM worker has risen only fractionally calculated on a world wide basis, the Company's revenue per worker has greatly increased. We say: Production and revenue gains must be fairly shared be-

tween the Company and its workers.

(5) **Reducing international differences in wages and working conditions** — While some differences between groups of workers are inevitable internationally, others are not. For example, in one country GM workers work up to 75 hours a week, while in others working time has been reduced to 37 hours. Similarly, some earn up to 15 times as much an hour for exactly the same job. Such incredible and unjust differences must be eliminated. There is no reason whatsoever why such things as health and safety standards and relief time cannot be harmonized internationally. We demand that the reduction of working time be a main target of our affiliated trade unions.

(6) **Quality Circles** — Worker's experience with quality circles and QWL programs vary greatly from plant to plant and country to country. We suggest the IMF secretariat undertake further investigations and co-ordination to establish a common trade union policy on this matter so as not to be divided by the Company.

(7) **Non-manual workers** — GM is laying off large numbers of non-manual workers, many of whom in years past were discouraged from joining unions by management. As the Company's policy of using auto profits to acquire and merge with other corporations increase progressively, frequently not in the auto industry, larger numbers of non-manual workers will be threatened. We therefore address an appeal to all non-organized GM white collar workers to join appropriate IMF — affiliated unions in common defence of jobs and income and for more investments in the auto industry rather than in non auto fields.

(8) **On further co-operation of GM workers and unions** — As delegates representing the overwhelming majority of GM workers organized by democratic trade unions, we call for more international trade union meetings on GM and exchange of information to take place within the framework of IMF.

PLANT VACATIONS ANNOUNCED

The Company informed the Shop Committee at the Third Step Grievance Agenda on April 17th of the vacation dates for this model year.

TRUCK PLANT

Both shifts — weeks of August 5th and August 12th.

CAR PLANT, NO. 1 & 2

Both shifts — weeks of July 29th and August 5th.

NORTH PLANT VACATIONS

The vacation dates for the North Plant and the Battery Department have not been announced by the Company as of yet, but the dates should be announced in the very near future.

MEETING WITH MANAGEMENT

Approximately two weeks ago, District Committeeman Joe Leith, George Cox, Porky Kittle and myself met with management to discuss the Company's plan to produce the Aluminum Radiators versus the traditional copper rads. As well, the Company went through with their plans for the new Stamping Plant presently being constructed adjacent to the Body Building down south. Further to that, the Company outlined their plans for the new Tri-Link Facility that will be situated in the Parts and Service building, along with the new aluminum radiator facility.

NEW RADIATOR FACILITY

The new radiator facility will be a totally different process from the existing radiator operations and it will be highly automated. The new operations will require less manpower as well. The Company and the Union are going to have to find jobs for our people who will not be required to work in the Rad Depart-

Continued on Page 10

UAW Golf League Report

By RUSS RAK
Press Reporter

After what has seemed like an endless winter, we can finally put away the snow shovels and get out the golf clubs. This is just a short report to



remind all league members that our **Opening Day Tournament** is on **Sunday May 5th, 8:30 a.m.** Tee off. Those of you who have signed up for this tournament in advance will have been contacted by tele-

phone and notified of your tee-off

time, for those who have not signed up in advance, you will be signed up to foursomes as you come in and have to wait your turn.

However, if you have not already purchased your UAW Golf League membership, you are out of luck, as there are no more memberships available. All league rules and tournament dates, plus any other news pertaining to our league will be posted on our bulletin board in the club house at Kedron, so check the board every time you play. Also make sure that the names of all players are clearly printed on the score cards, because if your name is not legible then Len Lehiere, our handicap chairman, cannot work out your correct handicap.

TOURNAMENTS

Opening Day
May 5th, 1985, 8:30 a.m.
4 Man Scramble
June 23rd, 1985, 9:30 a.m.
Scotty Reid
July 21st, 1985, 10:30 a.m.
Members & Mates
August 18th, 1985, 1:00 p.m.
Mickey McMaster
September 22nd, 1985, 9:30 a.m.
(Closing Day)
Banquet & Dance —
November 2nd, 1985 — UAW Hall,
Oshawa — 6:00 p.m.
Members & Mates Tournament
\$9.00 per couple

Inter-Area Bowling Tournament

Continued from Page 4

of writing Brother Sinclair will be feeling much better. Other head table guests included Vice-President Sister Ruth Hopson, Sick Convenor Sister Verna Parker and husband Lloyd, Press Reporter Sister Marg Gray and husband Oscar, and Trustees Sister Betty Clark and husband Bill, Sister Marg McDougall and husband Bill, Sister Annabelle Cobb, presented Sister Irene Williamson of Aux. 50, St. Catharines with a table centre arrangement, in memory of our beloved Sister Ethel Thomson, who founded our Auxiliary 27 Bowling Club. Sisters Thomson and Williamson got together 26 years ago, and got the "Inter-Area Bowling Tournament" started.

I am sure every bowling Sister over the years has made a lot of new friends and have had many enjoyable years travelling.

Then came the handing out of the trophies. The "Champs Trophy" was won by Aux. 270, Brantford, "Consolation" winners were Aux. 50 St. Catharines, and the "Molson's Travelling Trophy" was won by Aux. 321 Brantford. Our Aux. 27 girls tried hard to win the biggies, but didn't make it, however another year is coming and again we will be there

trying. Keep your chins up girls. Better luck next year.

We then had the handing out of the individual trophies. High Triple Overall, went to Sister Sandy Curtis of Aux. 321, Brantford. High Single Overall, went to Sister Gladys Clarkson from Aux. 270 Brantford. Those winners in Aux. 27 were High Triples to Sisters Marg McDougall, Pearl Gavel, Phyllis Munroe, and Marj Leddy. Winners of High Singles for Aux. 27 were Sisters Loretta Gourley, Verna Parker and Olive Clark. Low Scores went to Sisters Olive Duffield and Marg Fitchett.

Then came the handing out of draw prizes, Aux. 270, Brantford, got twelve draw prizes, Aux. 50, St. Catharines took twelve draw prizes, Aux. 321, Brantford eight draw prizes and Aux. 264, Windsor took twelve.

Winners of prizes from Aux. 27 were Sisters Flo Panter, Lil McEachrin, Pat Brochur, Pearl Gavel, Marg McDougall, Maude Brooks, Ruth Hopson, Lill Braund, Phyllis Munroe, Barb Smith, Annabelle Cobb, Rose Rodman, Loretta Gourley, Marj Leddy, Betty Clark, Olive Duffield, Mary Turner, Isabelle McFarlane, Ann Imeson, Olive Clark, and Marion Taylor.

Our President Sister Annabelle

Cobb then read a poem called "Friends". Our evening then proceeded with dancing. Lunch was served later on in the evening.

I would also like to give special thanks to our own Local 222 for the monetary gift which we received, also our own Auxiliary 27 for the monetary gift and great meal. Would also, like to give special thanks to the merchants who donated draw prizes. They were Eastview Pharmacy, The Bay, Zellers at the Town Line, Burn's Jewellery, and Marg Nable of Avon, and to all the bowlers that donated prizes and all who helped in other ways to make our tournament a great success.

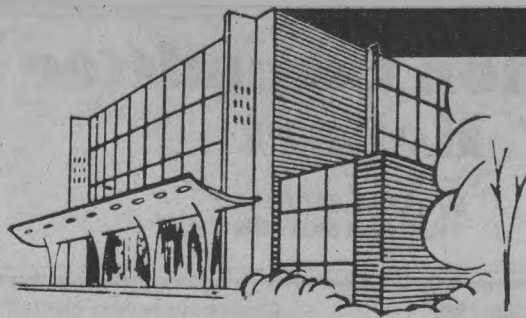
Next year, 1986, Brantford Auxiliary 270 will be the hosts. Date to be announced later. On behalf of all of us, I would like to thank Bruce England, who helped and guided us in so many ways.

ATTENTION

Due to the Provincial Election on May 2, the General Membership Meeting will be held on Thursday, May 9, 1985, at 7:30 p.m. at the UAW Hall, NOT May 2.

Your Credit Union News

AUTO WORKERS (OSHAWA) CREDIT UNION LTD.
Established April 2, 1938



Your Credit Union News
Published by the
Auto Workers (Oshawa)
Credit Union Limited.

"Your key to financial progress"

FREE SERVICES FOR PENSIONERS

If your General Motors or feeder plant pension cheque is deposited directly into your account at the Auto Workers Credit Union you can receive the following services *at no charge*:

- NO CHARGE CHEQUING
- FREE PERSONALIZED CHEQUES
- TRANSFER OF FUNDS
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- MONEY ORDERS
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- TRAVELLER'S CHEQUES
- ATM CARD (and replacement)
- PHOTOCOPIES
- DUPLICATE STATEMENTS

Call the Credit Union for more information on how to directly deposit your pension cheque.

AUTOCASH

COMING SOON!

Our third off-premises (**AUTOCASH**) machine will soon be installed at the Millwork Building, Simcoe St. North.

Drop into the Credit Union and obtain an (**AUTO-CASH**) Application Form.

Use the convenient method of banking at the Auto Workers Credit Union.

MONTHLY INCOME CERTIFICATES

- RATE GUARANTEED FOR ONE, TWO, THREE OR FIVE YEARS
- GUARANTEED RATE OF DEPOSIT
- SECURITY OF A MONTHLY INCOME
- DEPOSITED MONTHLY TO THE CREDIT UNION ACCOUNT OF YOUR CHOICE
- GUARANTEED BY O.S.D.I.C.

A way to balance your monthly income to your monthly expenses. Combine this account with the No Charge Chequing Account to pay your monthly bills.

Monthly payments deposited each month to the Account of your choice.

Minimum deposit \$1,000.00.

PERSONAL LOANS

Sometimes it's to your advantage to make use of credit in your financial planning. In fact, it is often better to borrow than to lose interest on deposits, or to interrupt your own regular savings schedule.

A Personal loan can allow you to buy and enjoy things now. An Auto Workers Credit Union loan may be taken out for almost any good reason: — the purchase of a car — the purchase of home furnishings and appliances — home improvements — a vacation — the purchase of boats, snowmobiles and other recreational equipment — sound investments, RRSPs, RHOSPs — the consolidation of debts.

When considering a loan, compare interest rates among various lending institutions. At the Auto Workers Credit Union, you'll find that interest rates are usually lower than, and always competitive with those offered by chartered banks, trust companies, finance companies etc.

And just think of the high rates you are paying if you use your credit cards.

A feature of Auto Workers Credit Union Personal Loans is that they are completely open — you may pay any amount at any time without penalty, thereby saving on interest.

USE YOUR CREDIT UNION SERVICES
if you require a personal loan, call the Auto Workers Credit Union; compare our rates and see for yourself.

At the Auto
Workers your
Personal Loans
are now

12%

AUTO WORKERS (OSHAWA) CREDIT UNION LIMITED

Established April 2, 1938

322 King St. West, Oshawa, Ontario
Telephone 728-5187

Office Hours: MONDAY-THURSDAY 10 A.M.-5 P.M. / FRIDAY 10 A.M.-6 P.M.

EDITORIAL SUPERVISION

by Education and Publicity
Committee

Robert Cannons, Chairman
Liz Kloos, John Kovacs
Don Nicholls, Editor

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One, Two, Three or Five Year
Terms Balance your monthly
income to your monthly expenses.

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Payroll Deduction, One-Year, Two-Year, Three-Year and Variable Rate RRSP • Payroll Deduction RHOSP's • Daily Interest Account • 2 Auto cash machines
Free Services for Pensioners • Monthly Income Certificates

SWAP COLUMN

NEXT ISSUE MAY 16, 1985

DEADLINE FOR NEWS AND ADS — MAY 3, 1985 AT 4:00 P.M.

FOR SALE

1978 SUZUKI R.M. 370, extra parts, \$800; Skidoo 71 Olympic 335, \$375; 72 Skiroil frame, \$50; all in good condition. Call: 705-277-2079

1975 19 FT. PROWLER trailer, \$4000, at trailer park on the bay, Norland. Call: 705-454-8176

18 CU. FT. FREEZER, 1 yr. old. Cabbage Patch Super cycle. Call: 728-8738

HONDA C.B. 550 F, 6,000 miles, rack, windscreen, much more, stored 4 years, \$600. Call: 579-8608

PRIVATE, SMALL 2-bedroom house on Bond Street, Oshawa, electric heat. Call: 623-5287

76 GMC VAN short box, ½-ton, 350-4bbl., auto., PS, PB, AM-FM, 78,000 miles, good shape, partially customized, \$3600. Call: 623-3843

SEA-SPRAY, 15' Catamaran, rainbow sails, good condition, 1980 model, \$1500 or best offer. Call: 576-2358

LADIES, DOMINION Roller Skates, size 5, \$35. Call: 723-1707

15 HP EVINRUDE outboard motor, with tank, \$375. Call: 579-7445

1984 BLAZER, 5-speed, 2-wheel drive, fully loaded, \$10,500. White wedding dress and veil, size 9, \$100 complete. Call: 725-9888 or 725-4080 after 5:00 p.m.

1980 CAPRICE CLASSIC, air, power windows, tinted glass, \$4500. 1979 Malibu Classic, \$2500. Tool shed, \$45. Call: 728-5357

81 FORD ECONOLINE, 93,000 km, 6-cylinder, PS, PB, \$4500. Call: 579-4828, Shift 2

1971 CHEV IMP., 350 motor, 75,500 miles, good body and good running condition, asking \$250 as is. Call: 725-9186

'76 CHRYSLER, 4 door, \$2000 certified. '77 Monte Carlo, as is \$1000. '69 Chrysler Conv., as is \$700. Call: 1-705-277-3558

1981 HONDA, XR 200R, 4 cycle dirt bike, asking \$750. 1976 Honda, CR250, \$350. Call: 728-9626

GIRLS' ROLLER skates, size 4. Boys' skates size 11 and 13. Girls' skates size 1 and 4, reasonable. Call: 728-5795

RADIO CONTROLLED, 4 x 4 truck, 3-speed transmission, includes 2-4000 Mah batteries and radio. Radio-controlled airplane with .40 engine, flown once. Call: 728-8458

1974 OLDS OMEGA, 350, 4 bl., needs some body work. \$250 or best offer, as is. Call: 623-6996

COBRA C.B., 139XLR, 40 channel, SSB base station with astatic D-104 silver eagle mike, 75 ft. lead in, \$75 or good offer. Call: 728-2638

26' GOLDEN FALCON trailer, sleeps 8, canopy, A-1 condition, \$7500, may be seen on lot in park. Call: 723-7283

TWO YOUNG MEN'S three-piece polyester suits, 1 light blue, 1 dark brown pinstripe, 29" waist, 33 inseam, excellent condition. Call: 728-3791

DOUBLE BED and mattress, apartment size refrigerator. Call: 623-5442

3 VHF RADIOS, excellent for business, like new, ½ price; 1980 Polaris 340, like new, only \$1900. Snowmobile trailer, \$325. Call: 576-6836

1980 MONTE CARLO, bucket seats, console, 67,000 miles, V-6, PS, PB, new tires and exhaust, excellent condition, asking \$5500. Call: 623-6907

GOOD QUALITY hay. Quantity of cedar posts. Call: 985-2695

1975 14 FT. FIBERGLASS boat with 1980 70-h.p. Evinrude and trailer, 3-5 gal. gas tanks, travelling tarp, ski equipment, \$6500. Call: 1-519-623-5575

1976 R75/6 BMW, low mileage. Krauser bags, box and windjammer, b.o. over \$2500. Call: 723-9298

TRIP BEAM two furrowplow, console Clairtone stereo, realistic 40 channel CB and home base aerial. Call: 668-6980

QUEEN SIZE waterbed, 6 months old, complete \$275. Call: 434-8534

TYPEWRITER, MANUAL, Underwood, case and mat, very good condition, \$40. Call: Bowmanville 623-5420

'75 CHEV IMPALA Custom, excellent condition, \$1175. Certified. 12' aluminum boat with 7½ Merc., tank and oars, \$975. Call: 728-2888 or 728-2580

VAN SOFA/BED, blue and white, 2 sets of seat belts, asking \$300. Call: 725-7134

ONE PICNIC TABLE. Call: 723-9516

CEDAR PLANTS, good quality, free delivery. Call: 728-6356

MOTOR CYCLE BAGS, taxidermist, comic books, hunting bow, wheel-chairs, RR ties, air compressor. Call: 725-2538 or 725-2774

TWO EVEREST and Jennings Wheel-chairs, one electric, one manual, both in excellent condition, price negotiable. Call: 723-7932

CHESTERFIELD PULL-OUT bed, \$100. Chrome table and odd wooden chairs, camp cooler, chesterfield and matching chair, must sell. Call: 728-4505

'83 TRANS AM, red, automatic, V-8, fully loaded, except for air conditioning, cruise and pulse wiper, only 12,000 miles, mint condition. Call: 723-3002

COMPLETE STEREO Package, Toshiba. AM-FM receiver, cassette deck, turntable, mylex stand, Jamp speakers, E60, \$900, was \$1700 new. Call: 576-3137

TWO WINDOW air conditioners, Reese hitch complete, transmission cooler, fender mirrors, jacks, wind deflector, H.D. powercord extension. Call: 725-1409

BOAT HOIST, new. Pole trailer. Call: 753-2273

SEARS COLDSPOT freezer, 21 cubic ft., very good condition. Call: 725-3773

1981 1100 YAMAHA Special, excellent condition, never down, chrome and other accessories, asking \$3200 or best offer. Call: 666-3497

1982 BLACK 550 Maxim Yamaha, back rest and carrier, asking \$1300. Also, French provincial style triple dresser. Call: 723-5865 or 725-8149, Shift 1

AMPLIFIER AND guitar and pick up, \$2000. Call: 728-7477

TWO MEN'S 10-speed bicycles. Call: 723-7468

NATURAL GAS Stove, 20" Findlay, white, \$75. Call: Orono 983-9346 or 623-2667

1975 TERRY TRAILER, sleeps 7, fully equipped, \$6500. 1973 Fury II, best offer. Call: 725-2332

'78 FIREBIRD, good condition, \$3700. '75 Monte Carlo, good condition, \$3200. Call: 576-5407

1981 HONDA, 750, motorcycle, 23,475 k.m., A-1 condition, \$1400 certified. Call: 723-7932

1976 LeMANS, GOOD condition. Call: 623-7227

DIRT BIKE, 1977 250 Can. Am. Good condition. Call: 623-7326

JUNIOR BED and mattress, like new, \$45. Call: 728-7461

'77 FORD, ½-TON truck, 302 cu. in., PS, PB, auto, new paint, box liner. Call: 723-1708

76 NOVA, 6 cyl., as is, best offer. Call: 668-8960

1976 MONZA, 2-door, 4-cylinder, 4-speed, certified, \$1800. Call: 579-4067

SAILBOAT, BOMBARDIER, 3.8, \$1500. Call: 723-4436

1978 BUICK SKYLARK, 53,000 miles, AM-FM, new tires, clean inside and out, PS, PB, certified, \$2700. Call: 725-2456 or 723-1793

3-SPEED BOY'S bike, high rise handle bars for boy's bike, \$35 each. Call: 728-0966

ASTROSCAN 2001 telescope, cost \$300, sell for \$150. Call: 723-6131

TV TOWER, antenna and rotor, very good condition, \$75. Call: 728-7622

18' TRAVELINER Trailer. New wood deck. Stove, fridge, furnace, awning, etc. Parked in private park north of Minden. Call: 571-0274

GOOD SHEEP manure. Call: 728-2524

3-BEDROOM SUITE, washer spinner, 5 suitcases, new trunk, sewing cabinet, English china cups and saucers, setting for eight, 30 yr. GM ring. Apply: 97 Gibb Street

3-BEDROOM SIDESPLIT, family room and fireplace, walkout to open field, master bedroom with balcony, double paved driveway, rec. room, \$99,500. Call: 576-4088

CRIB, \$25; car bed, \$25; white fridge and stove, \$300; bird cage with chrome stand, and accessories, \$35. Call: 579-7567 or 576-6414

'82 KZ-1100 KAWASAKI, fully dressed stereo (cas), certified, asking \$3500 or best offer. Call: 725-5337

GO-KART, 5 HP motor, excellent running condition, helmet included, \$375. Call: 987-4247 or apply 687 Sunset Blvd., Newcastle

7 PC. FUMED OAK circa 1920 dining room set. 5-pc. kitchen set, double bed and frame, gold chair, bed bucket chair. Call: Pickering 831-4919

HOMEMADE POOL table, all accessories included, \$100 or best offer. Call: 987-4987 or 987-5253

4 WHEELS 14", \$10 each. Call: 579-3474

1975 GMC WINDOW van, standard, 2 buckets, 1 bench, 350 engine, good condition, \$1500, certified. Call: 571-2409 after 5:00 p.m.

SIX ALUMINUM storm windows, two (27" x 53"), three (27" x 37") at \$15 each, and one (19" x 37") at \$10. Call: 723-6140

18' ROLL-UP AWNING, oil furnace with tank. Call: 668-6929

18.5' SAIL BOAT, 2 sails, sleeps 3, head, stove, new 7.5 h.p. outboard \$2800. 1974 Datsun 710, good condition, \$600. Call: 623-2767

GENERATOR SETS, (2) driving unit, 3 phase, driven unit, 4 brush DC, good for welder or DC drive, both \$145. Call: 579-9929

TWO SUITS, men's and boy's, men's shoes, size 8, black, ladies' shoes, size 6½, black. Call: 263-2985

ONE GIRL'S (8-14) 3-speed bicycle, in excellent condition, \$55. One aluminum scythe, \$10. Call: 728-6747

14½ FIBERGLASS BOAT, 50 h.p. Mercury, new heavy duty trailer, asking \$2700. Call after 4:00 p.m. 728-1796 or 666-3416

CABBAGE PATCH, decorative stuffed bed pillows, four different styles, \$7.50 each. Call: 576-5349

THE OSHAWORKER

Published bi-monthly by Local 222 of the United Automobile, Aircraft and Agricultural Implement Workers of America, 44 Bond St. East, Oshawa, Ontario, affiliated with the Canadian Labour Congress.

Printed by Eveready Printers Ltd., 72 Tecumseth St., Toronto, Ontario.

TO THE READERS:

The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material with not be printed. The Oshaworker reserves the right to edit material submitted.

EDITOR: FRANK TAYLOR

EDITORIAL BOARD: John Sinclair.
Dave Thompson, Tom Hoar.

COFFEE TABLE, solid wood, \$60, new \$250. Electrohome stereo console, with satellite, like new, \$125. Call: 576-8697

TV ANTENNA, UHF-VHF, colour head and booster, \$45. Ladies 10-speed CCM touring bike, \$75. Call: 571-2003

ALTERNATOR (generator), 2750 watt, 7 h.p. motor, Sears model, \$500, in very good condition. Call: 728-6390

150 CERAMIC FLOOR tile, 8" x 8", grey, \$100. Wicker dinette, round table, 4 chairs, \$125. Call: 433-1013

FOURTEEN FOOT fibreglass boat, with eighteen h.p. Mercury outboard motor and easy loader trailer, all 1981, asking \$3000. Call: 576-0969

30" ADMIRAL RANGE, 12 cu. ft. frostfree fridge, gold colour, excellent condition, very reasonable. Call: 433-0208

LAKE FRONT cottage on Pigeon. 90 ft. frontage, 3 bedrooms, well, septic, garage, insulated, 1 hour drive from Oshawa, year-round access. Call: 728-6350

LOT, 50' x 113' in Caesarea, 500 ft. from Lake Scugog, permit available, 1,000 sq. ft., full price \$4500 bargain. Call: 728-3272

1978 HONDA 550, 1973 Honda 550, 1974 Kawasaki 400 triple, 1973 Honda 350, best offer. Call: 985-3206

LADY'S 10-SPEED bicycle, Sears Free Spirit, nearly new, \$90. Screw on swivel boat seat with back, \$15. Call: 725-9198

GIRLS' 24", 3-speed bicycle, \$35; girls' 20" Sears bicycle, \$35; 4 tires, P18575R14, \$50. Call: 725-6786

BUFFET, ONE year old, \$215. Call: 723-3578 from 3:30 p.m. to 8:00 p.m. or apply 134 Cabot St.

LADY'S BEIGE, all weather coat. size 16-18, like new. Call: 725-1076

HONDA XL 70, good condition, runs excellent, low mileage, new muffler, \$200 or best offer. Call: 725-8280

LARGE FAMILY Home. 5 minutes from GM in the College Hill area. French and public schools. Call: Bill 576-3504 or 723-0832

350 ENGINE, 1970 4-barrel, \$150 firm, 40 h.p. McCulloch outboard \$110, '67 Pontiac AM radio, 194 & 327 Chev engines, \$20 each. Call: 986-4391

WROUGHT IRON plant stand, curtains, mint green, 100 x 84 — \$75, beige tweed, 200 x 95 — \$140, gold, 75 x 75 — \$25, beige, 50 x 40, \$20. Call: 576-2576

1975 RAMBLER TRAILER, 18½ ft., sleeps 6, 3-way fridge, roll out awning, washroom, 4-burner stove, excellent condition. Call: 623-9342

WHITE TUB, toilet, and marble top sink, American stand, excellent condition, includes taps and drains. Call: 655-4212

1984 GMC S15 pick-up, PS, PB, V-6, 4-speed, heavy duty, custom rims, undercoated, fibreglass cap, and Pioneer AM-FM cassette, asking \$10,500. Call: 725-8595

HAMMOND ORGAN, rhythm II, excellent condition. Call: 983-5261

9-PCE. MEDITERRANEAN dining suite, solid oak, \$1800. Boy's bike, hi-rise handle bars, \$50. Call: 579-6257 after 5:30 p.m.

1976 OLDS WAGON, 350 cu. in., auto, PS, PB, reliable, 59,000 miles, \$1000 (uncertified). Call: 723-9269

1983 PONTIAC 6000, many options, excellent condition, asking \$9500. 1981 GMC ½-ton, 6 cylinder, automatic, plus cap, many extras. Call: 623-4883

ENGLISH SPRINGER spaniels, field type, 2 males, 10 weeks, shots, wormed, tattooed, \$150, both parents active hunters, can be seen. Call: 705-786-2003

9' x 6' FRINGED RUG, rust, beige, gold tones, price \$50, like new. Call: 579-1455

WHITE ALUMINUM door, baked enamel, 1¼" standard size, very good condition, \$25. Range hood outside exhaust, coppertone, \$200. Call: 728-0149 after 2:00 p.m.

'76 FORD GRANADA, 302, automatic, 2-door, silvery grey. TVs: 20" portable RCA colour, \$175; 14" B & W portable, Silvertone, \$40. Call: 434-8007

23 FT. CAMPING TRAILER, sleeps six, stove and 3-way fridge, located on lower Buckhorn Lake. Call: 723-7882

1972 VENTURA PONTIAC, as is \$200, good motor. Call: 723-3002

'83 HONDA INTERCEPTOR, excellent condition, 14,000 k.m. Call: 668-6980

14 FT. FIBERGLASS boat, 35 h.p. Mercury electric start motor. Call: 655-4948

1978 CHEV VAN, 350 auto, swiveling captain's chairs, cruise control, sunroof, interior partially finished, mechanically sound, must sell, \$2800 or b.o. Call: 725-0909

26" RCA COLOUR TV and converter, \$125 firm. Call: 576-1291

FOR RENT

COTTAGE IN Haliburton area, nice and secluded, \$125 a week. Call: 987-4984 or 987-4344

QUIET WORKING person to share main floor of house, non-smoker, abstanter, full privileges. \$250 a month, Wilson & Olive area. Call: 725-3707

COMPLETE FURNISHED house, to share with male, laundry, parking, downtown location, bus stop, private sitting room, \$325 total per month. Apply: 77 Drew Street after 6:00 p.m.

ONE BEDROOM APT. \$325 monthly, two-bedroom apt. \$425 monthly, plus heat and hydro, located in central Oshawa. Call: 623-2328

SIX-ROOM HOUSE in Oshawa Lakeview Area, available June 8th, \$535 per month, first and last. Call: 1-839-7814

CLEARWATER, FLORIDA, 3-bedroom home, pools, tennis, central air, all conveniences, 5 minutes from Gulf and beaches, 80 minutes from Disneyworld, reasonable. Call: 986-4907

Continued on Page 11

ATTENTION

Effective the next issue of *The Oshaworker*, all ads received for the Swap Column must NOT contain more than twenty (20) words, or they will not be printed. The member's name and serial number MUST accompany the ad.

THE EDITOR REGRETS THAT DUE TO THE LARGE NUMBER OF ARTICLES SUBMITTED, AND LACK OF SPACE, SOME ARTICLES HAD TO BE OMITTED.

BUYING A NEW CAR?

- Support your UAW members.
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33 Waterloo St., Oshawa

Save up to 20% and support this unionized store.

Co-op — Non-Member Courtesy Pass

This pass is exempt from the weekly shopping fee and entitles the bearer to shop THREE (3) times.

STORE HOURS:

Monday closed,
Tuesday — 10:00 a.m. to 6:00 p.m.
Wednesday 9:00 a.m. to 6:00 p.m.
Thursday & Friday — 9:00 to 9:00 p.m.
Saturday — 9:00 to 5:00 p.m.

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We will steam clean all the broadloom in your house regardless of size for **\$99.00**

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IRENE JACKSON
LICENSED OPTICIAN

20% Senior Citizens Discount
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HOURS: 9 A.M.-5:30 P.M.; THURS. 9 A.M.-8 P.M.
WED.-SAT. 9 A.M.-1 P.M.

PLASTIC OR METAL FRAMES starting at \$20

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MONROE SALE

BUY ONE GAS-MATIC* OR ONE MAGNUM HANDLER* SHOCK—AND GET THE SECOND SHOCK FOR

1/2 PRICE

For today's cars and light trucks, Monroe* technology has created the advanced Gas-Matic* shock. For light or heavy trucks, vans or 4x4's, you can't beat the Monroe* Magnum Handler* shock for easy-riding performance. Now, when you buy one Gas-Matic* or one Magnum Handler* shock, you get the second one at half price. That's 50% off the second shock. Or, if you buy three, you get your fourth shock at no charge! For riding comfort, safety and a great deal—go with Monroe's half price sale. But hurry—sale ends May 24th.

* Based on manufacturer's suggested list price. Local prices may vary.

Monroe Auto Equipment. A division of Tenneco Canada Inc. ®
* TM of Monroe Auto Equipment Company ® R.U.

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Call for appointment 728-6221

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20" RCA COLOR 388.88 optional serve 34.95	26" RCA ELEC. TUNER 765.00 optional service 34.95
20" RCA REMOTE 553.88 optional service 34.95	14" from 11.52/mon. 20" from 16.94/mon. VCR's from 20.80/mon. 265.88 optional service 34.95

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Mon.-Fri. 9 a.m.-9 p.m., Saturday, 9 a.m.-5 p.m.
Sunday, 11 a.m.-5 p.m. Movie Rental Only
ASK ABOUT OUR 25 YEAR WARRANTY ON THE PICTURE TUBE. NO ONE ... THAT'S NO ONE WILL OFFER THIS WARRANTY BUT BOB PHILLIPS TV & VIDEO
OVER 2,600 MOVIES TO CHOOSE FROM 725-4752

Truck-Car Oldtimers Hockey League

By JACQUES JACQUIER

Well, Teddy's Restaurant certainly turned things around from the beginning of the year. The first few months they couldn't win a game, then they put things together to set a record of 16 games in a row without a loss, including 4 play-off games. The first round of the playoffs were a little uneven, but the second round was very close, with games in both divisions going into overtime. Toddy's won the "A" Championship and first place, by defeating Eric (Seadogs) Smith-Millwork Home Centre.

Shoppers Drug Mart defeated "The Eye Shoppe" so the standings

were: "A" Champs — Teddy's Deli, "A" Runner Up — Millwork Home Centre, "B" Champs — Shoppers Drug Mart, "B" Runner Up — The Eye Shoppe.

Our dance was a great success with almost 75% of the players showing up and a good time was had by all. This year was the hardest year for the league due to "B" Body being off. Most of us did not like playing in the afternoon, then going to work. Spares were harder to come by. It took a lot of work and patience to look after the teams, spares and the league. To everyone, a job well done. A thank you to our sponsors: Teddy's Deli, Shoppers Drug Mart, The Eye Shoppe, Millwork Home Centre. Also, a thank-you to the following for their door prizes and help at our dance: VanBelle Floral and Plant Shoppes, Copperfields Fun Pub, T.R.S. Food Service, Gold's Gym, Pizza Hut Restaurants.

TRUCK-CAR OLD TIMERS HOCKEY LEAGUE

PLAY-OFFS 1984-85 Semi-Final and Final

Standing	GP	W	L	F	A	Pts
Teddy's Restaurant & Deli	4	4	0	18	10	8
Millwork Home Center	4	2	2	15	14	4
Shoppers Drug Mart	3	1	2	9	21	2
The Eye Shoppe	3	0	3	8	14	0

Goal Tenders	GP	F	A	Ave
John Perrault (Teddy's)	4	18	10	2.50
Joe Kutlik (Millwork)	4	15	14	3.50
Don Fraser (Eye Shoppe)	3	8	14	4.67
Dale Davis (Drug Mart)	3	9	21	7.00

Top 10	G	A	Pts	Pm
(1) Joe Milburn (Teddy's)	10	4	14	0
(2) Brian Evans (Teddy's)	5	9	14	0
(3) Tony Tymms (Teddy's)	1	6	7	0
(4) Terry Wilson (Teddy's)	5	1	6	0
(5) Bob Pullan (Millwork)	1	5	6	0
(6) Gary Chisholm (Millwork)	1	5	6	3
(7) Dale McArthur (Teddy's)	3	2	5	0
(8) Ron Gallant (Eye Shoppe)	2	3	5	0
(9) Cal Wheeler (Millwork)	4	0	4	3
(10) John Johnston (Eye Shoppe)	3	1	4	0

See you next year and have a good summer.

Minutes from the Young at Heart

By MAY PARTRIDGE

Due to my last article being mislaid, only the dance and membership notice made the *Oshaworker*. We elected an eight-member recreation committee with Al Cox being the interim Chairperson until the full committee meets. Those elected are Brothers Al Cox, Spike Yourkevich, Bill Clarke, Moe Woods, Charlie Russell and John Redko. The two Sisters elected are Anna Pope and Bernice Cameron Hill. I hope this Committee can work towards making the Chapter more interesting.

Our Sick and Visiting Committee will be Brothers Garnet White, Al Cox and Al Stevens.

We will be filling a bus to Toronto to a dinner theatre on Wednesday, May 22nd, 1985. The tickets will be \$25.50 per person, which is your return bus fare, hot lunch and seeing the live play "No Sex Please — We're British". This is a wide

acclaimed comedy. The deadline to sign up at the wicket will be May 15th. The bus leaves south of the Bay in the Oshawa Centre at 10:30 a.m. returning at 5:30 p.m. Sign up and enjoy a terrific day.

They have reported the founding day of the Canadian UAW but day and place are very vague. The Delegates to the Constitutional Convention were never given much recognition and as Canadians felt they were treated like second class citizens. In all editorials of the split I get the feeling. The grass roots and especially the Retirees are getting the second class treatment and all decisions are cut and dried by a favoured few. The Retirees of Canada must be a recognized entity and as such have their rights entrenched in the new Constitution.

We had Walter Radda speak at our last meeting on the Lou Gehrig disease. Walter has permission to hold a plant gate collection on June 7th. He is asking for volunteer help as funds are necessary for research. The collection will be taken up once that day from 3:00 p.m. to 4:00 p.m.; offer to help it is a good cause.

We have decided the second Wednesday each month will be our get together day so mark your calendars and bring a friend. The second Monday is the membership, the second Wednesday get together — both meetings at 1:00 p.m.

We will be electing Delegates in May to the OSC to be held in Kings-ton in August.

The June meeting will be the election of four (4) Delegates to our Retiree Conference in September at Port Elgin.

We should have some news on the Picnic at the May meeting.

General Motors Retirees

By AL O'DONNELL

Local Service Representative

There are eight possible methods of retirement. I can think of no way to describe all of these different methods in *The Oshaworker* without



totally confusing everyone, but I'll try one. Probably the most common method is what we call "Thirty and Out". Basically, how it works is that, once a member has thirty or more years of credited service, they can retire at their own option. Anyone retiring under this system, until they turn age 62, would receive the same amount of money. It wouldn't matter if you were age 45 or 61, or if you were a Millwright or Maintenance Sweeper, the money is the same.

**\$1,025.00 TO START —
\$1,185.00 BY APRIL 1, 1987**

A "Thirty and Out" would start now at \$1,025.00 per month, receive four increases, the last being April 1, 1987, bringing him or her to \$1,185.00 per month. The money is made up with a basic benefit,

supplemental benefit, and special allowance. These amounts vary according to your age, but you don't see these figures, only the bottom line total between \$1,025.00 and \$1,185.00.

SEVEN OTHER METHODS OF RETIREMENT

1. Mutual agreement (must be age 55, or 50 if plant closing results in layoff, have a doctor's recommendation to retire, and at least ten years credited service).
2. Age 60 with ten or more years credited service (no medical required but reductions are made because of age).
3. Total and Permanent Disability (disabled and ten or more years credited service).
4. Normal retirement (age 65, with ten or more years credited service).
5. Company option (must be age 55 and company approved medical reasons for retiring, also, ten or more years credited service, age 50 sufficient if laid off due to plant closing).
6. Mandatory retirement age 70 (not necessary to have 10 years service).
7. 85 points — (must be at least 55 years of age, and age plus credited service add to 85, but reductions for age are made).

As you can see, it's important for

you to request your Pension Representative in the plant for complete information and proper advice. You can contact the Pension Reps, John Beers or John Caines, by asking your Foreman to call 644-6411. Anyone who comes to the Hall, either myself, Larry Ladd or Ray Finney will be glad to advise you regarding any of the above retirement systems.

RETIREMENTS EFFECTIVE MAY 1 —

UNEMPLOYMENT INSURANCE

Many of those members retiring effective May 1, 1985 will be called to a meeting May 9, 1985 at the Company's Benefit Offices since your retirement papers will not be ready until then, but, if you are looking for other work after retirement and filing for Unemployment Insurance in the meantime, remember to file before May 1, 1985. If you wait until after the May 9, 1985 Pension Meeting, you will be late filing.

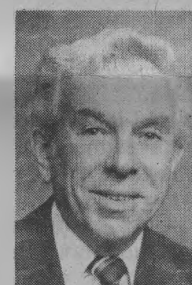
NDP — MAY 2, 1985

The Liberals wrote the book on patronage. The Tories are writing a tremendous sequel. I have a very selfish reason for voting NDP on May 2, 1985, and that is, the record shows the NDP policies best support ordinary working people like myself. Take time to support the people who support you on May 2, 1985.

Optional Life Insurance Available

By LLOYD CLARKE
GM Insurance Chairman

During the 1984 negotiations, we were able to achieve additional amounts of \$40,000 and \$50,000 in the Optional Group Life Insurance



for the employee as well as amounts of \$15,000 and \$20,000 for the spouse and \$4,500 or \$5,000 for each child in the Optional Dependent Group Life Insurance. These options are available to

any member who has one year's seniority and would become effective on July 1, 1985, if you wish to enroll. Of course the lesser amounts that were available prior to 1984 negotiations are still available to any member who never did enroll if you do not wish to enroll for the above amounts.

All eligible members (one year's seniority) will receive by mail the Optional/Dependent Group Life Insurance Enrollment Form on approximately May 1st. Even though this optional insurance is a good thing (in my opinion), I can appreciate the fact that some of our members will not take advantage of these options. However, I would strongly suggest to everyone that you indicate on the enrollment form what you wish to do and mail it back to General Motors. This will only take a few minutes to do and it could save you a lot of harassment or confusion at a later date. If you have any questions concerning this insurance have your supervisor call 7831 or 7832 and request an insurance representative.

LEGAL SERVICES PLAN

The UAW-GM Canadian Legal Services Plan will become effective on approximately September 1, 1985. This plan will be available to an active employee, retiree, spouse, surviving spouse (eligible for surviving spouse benefits), covered dependent and eligible children.

The proposal at the present time is that an office will be attained in Oshawa that will house a certain number of lawyers employed by the plan. There will also be "Cooperating Lawyers" who has contracted with the Plan outside of the aforementioned office. Conceivably these lawyers could specialize in one area of the legal field.

There is no question in my mind that this Plan will be very beneficial to our members simply because it will cover such things as Wills, Real Estate Matters, Divorce, Separations, Juvenile Offences, Insurance Claims, Adoption of a child, etc. I think everyone will agree that at least once during our lifetime we do require legal services which can become very costly. This plan will take care of that financial problem.

COSTLY DENTAL BENEFITS

For some unknown reason, I have handled a number of calls recently that involve members who have changed dentists and accumulated costs that are not covered under our benefits. The two most frequent problems that arise are when you change to a new dentist, it appears

the first order of business is for him to give a "complete oral examination" and/or a "complete full mouth X-ray".

These two services are paid at 100% coverage BUT only once every three (3) years. This is the problem! For example, if Dentist "A" performed either or both of these services in July of 1983 and you started going to Dentist "B" (for whatever reason), he cannot perform either one of these services until August of 1986 if you hope to be covered. Therefore, I would strongly suggest to any member who is considering changing dentists that either you call Metropolitan Insurance to inquire what date these services were performed or you ask the dentist to do it PRIOR to the problem arising.

Reduced UIC for 1986 Retirees

By LARRY LADD

Local Service Representative

Since last year, when the Mulroney Government was elected by an overwhelming majority, Canadians have been bombarded by Government and media reports of how large the deficit is and how Canadians once again must tighten their belts and be prepared to sacrifice. The only damned problem is that it is workers who always have to sacrifice while Big Business always gets the breaks and perks.

TAKE UIC FOR EXAMPLE

Under today's Regulations, effective in January, 1986, Pension income must be declared as income for UIC purposes. Members who are receiving a Pension are allowed to earn 25 percent of the UIC rate. Pension income over the 25 percent will be deducted dollar for dollar, and will greatly reduce the weekly UIC Benefit.

There has been no announcement which would exclude Disability or Veterans' Pension from this category.

If you have a choice of retiring now or next year, you should take

next year's proposed reduced loss of UIC money into account.

SEVERANCE PAY ALSO HIT

The Mulroney Conservative Government has also destroyed the Province of Ontario Separation And Severance Pay Legislation Language.

Effective April 1, 1985, if you didn't have a Collective Agreement or employer's arrangement in effect as of December 31, 1984, then, on April 1, 1985, if your employer closed down the plant, you are required to declare separation or severance pay. This money would make you ineligible for UIC Benefits until all of it is used up.

Severance pay was intended to help ease the trauma of a permanent lay-off by providing money to help the individual until they were able to acquire new employment.

ON MAY 2, 1985

MAKE YOUR VOTE COUNT IN THE PROVINCE OF ONTARIO

As a Service Representative, part of my duties require that I work with both Federal and Provincial Government rules. Too many times, with a stroke of the pen, I have seen workers' interests butchered or eliminated. In Oshawa where I live, our MPP is Mike Braugh, a New Democratic Party Member, and, in my opinion, he is the candidate, and his party best represents workers' interests.

Get Together Retired Sisters and Associates

Wednesday,
May 15, 1985
1:00 p.m.
Retiree Centre

News and Views

By DON WHALEN
Zone 18, Committeeman
SUMMER HOLIDAYS

The Company announced on April 17th that the holiday periods for both No. 1 Plant and No. 2 Car Assembly Plants would be the weeks commencing July 29th and August 5th. Anyone wishing additional holidays has to apply in writing through your supervisor. The dates used to calculate your holiday pay this year will be pay ending April 28, 1985 or pay ending June 23, 1985, whichever calculation produces the higher rate. You must be on a higher rate all week (not one or two days) to have the higher rate used to calculate your holiday pay.

PONTIAC URETHANE BUMPER

When the Pontiac's moved from Plant 2 to Plant 1, the urethane bumper we painted for them are now being out-sourced. (Another small non-union plant in Markham). When and where is this all going to end?

This article will already be a week and a half old by the time you're

reading it. However, on Friday, April 19th, I met with the general foreman from the Urethane Area and he told me that he and his boss are meeting on Tuesday, April 23rd to discuss the future of at least another 20 jobs. He tells me what will happen is they will probably reduce 4 people per shift right away and one complete shift as soon as possible which means another 20 plus jobs. It's a damn sin what they're doing and getting away with. We will be meeting with the Company and I will report to you in the next issue or talk to you personally.

APRIL 21ST SUNDAY NIGHT PRODUCTION

The shift went off without a hitch. I was amazed to see so many extra people in the plant. In fact, there was even a few people sent home as they were not required. (People from the other shift who just came in on their own and not requested).

To my knowledge, this was the first time General Motors ever built (not repaired) cars on a Sunday. All I can say to this is the people I represent finally got paid what they were worth.

CLOSING THOUGHT

I wish the government would stop talking about improving the quality of life — I can't afford it as it is.

Apprenticeship Committee Report

By AL MADDEN

First of all, I'd like to thank everyone that helped me out in my campaign as well as the tradesmen and apprentices who voted for me. I look forward to the challenges which may arise over the next two years. During the past two weeks, the Apprenticeship Committee has met with various people to discuss the welding training for the



Millwrights and Pipefitters. These apprentices will now remain in the test areas up to three months and will leave upon completion of a practical test piece. The curriculum for the Pipefitters attending Durham this summer were reviewed and subsequently revised somewhat. Communications and practical welding have been dropped in first year, basic robotics and fluid power have been added.

First and second year Pipefitters will attend school for five weeks from May 21 to June 21. First and second year Millwrights will attend school for four weeks from June 24 to July 19. This of course being the M/C

shop training required to complete test pieces. First and second year Machine Repairmen will attend school for one week each during the period mid May to mid June. Exact dates are as yet tentative.

During this week the MR's will receive practical welding training which will lead to a test piece. That just about takes care of schooling. We are aware of the problem regarding a shortage of books for several classes and have been assured it will be looked after.

Recently Don Bain and myself made a tool truck survey throughout the plant. From this survey, a list was drawn up and submitted to the general foreman responsible for con-

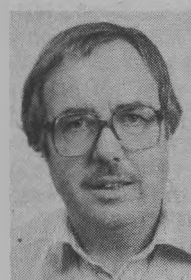
struction. It is hoped that every apprentice will be outfitted with a truck before the next moves in late May.

The moves have been scheduled for the Tuesday after the long weekend in May. You will receive notification in the mail along with an empty evaluation slip. This is your opportunity to let the Apprenticeship Committee know whether or not you're receiving the proper training in a given area. Don and I respect your comments and treat every individual's with confidence.

If there are any questions or comments about anything at all, contact Don Bain or myself. Don can be reached at 5144, and you can get hold of me at 3753.

District 3 Report

By KEITH POST
District Committeeman



The Zone 4 — April 16, 1985, election results are:

For Committeeman:	
Don Drew	148 Run-off
Fred McConnell	148 Run-off
James Legg	24
For Alternate:	
Mike Kittle	82
Donald Fillmore	99 Run-off
Thomas Hughes	27
Bob Dobbs	101 Run-off

I want to thank everyone that voted in this election. We had approximately 95 percent of the voters turn out on Tuesday, April 16, 1985. Due to the fact this article is being written on Friday, April 19, 1985, the run-off election will have taken place by the time you receive this issue.

DISTRICT DANCE

Our combined District 3 and 7 dance was held at our Union Hall, March 30, 1985. We had a very good attendance and everyone enjoyed themselves. I would like to thank our Ladies Auxiliary for serving us their fine dinner. Also thanks to the custodian and retirees for looking after the tickets and bar.

DEMARCATON

I was successful in 1985 negotiations to have the following Working Condition Letter agreed to:

DISTRICT 3 — KEITH POST

"During negotiations the issue of Skilled Trades employees utilizing a lift truck in the performance of their

duties was discussed in detail. In order to resolve the issue the parties agreed to provide a clearer understanding of the work assignments of both Skilled Trades employees and Lift Truck Drivers when the use of a lift truck is required. Skilled Trades employees will continue to utilize a lift truck to position their equipment or machinery into place. However, the transportation and relocation of equipment or machinery will be assigned to employees classified as Lift Truck Drivers in Department 49. Any problems arising from the application of this agreement can be the subject of discussion between Car Plant Maintenance management and District Committeeman."

OILERS

After I returned from 1984 negotiations, somebody by the name of Don Olynk had been put in charge of Lift Truck Repair. He claims that Skilled Trades Truck Mechanics could perform oiling and greasing on Lift Trucks.

This is **not correct**, as a member of the Bargaining Committee, I proposed to the Bargaining Committee that **past practice continue** and our **Collective Agreements be adhered to**.

The Union's position is that all oiling and greasing belongs to the **oilers**, not Truck Mechanics. If this has not been made clear to the Mechanics they should call the Bargaining Committee on Monday mornings at 9:00 a.m. at 7069.

Plant Chairman's Report

Continued from Page 5

ment, because of the automation and new technology. I will be reporting to the members as more information becomes available. The new radiator facility is supposed to be in full operation by the summer of 1986 and the workers involved will require a substantial amount of retraining in order for the facility to be operational by that time.

NEW STAMPING PLANT

The new Stamping Plant is a huge expansion, to say the least. The Company plans to install (9) very large transfer presses, a guided vehicle blank delivery, "smart track", finish part delivery conveyors, a complete die repair facility, moving bolsters for fast die changes, and 60/20 ton over head cranes. The operation in itself will be mammoth and the training and retraining of our members will be massive and the biggest undertaking ever in Oshawa, or North America for that matter for a stamping facility.

Just to give you an idea how mammoth the operation will be, the presses are 155 feet long, and they will be 21 feet below ground and 31 feet above ground. Each press alone costs 13 million dollars (U.S. funds) excluding the dies.

TRAINING

As I have previously said, there will have to be a massive retraining program take place, before the stamping facility can be in full operation. Also the retraining will have to be on going, even after the operation is running. Just a few of the areas in which retraining will have to be done are: Programmable Logic Controllers, Robotics, Statistical Process Control, Machine Vision systems, Problem Solving Techniques, and Product Training. Our members will have to be prepared for the new work and will have to be taught new technical skills and receive varying amounts of training, depending on the complexity of their jobs. The latter sentence will also apply to the new Aluminum Radiator operations, as well as the new Tri-Link or Trailing Axle operations.

It is my understanding that most of the presses for the Stamping Plant are built in Japan and Germany. The Company has told me that the presses will be assembled in the above countries and then dismantled and shipped to Oshawa. The Company has also said that it will be necessary for a number of our tradesmen in Oshawa to go to Japan and Germany to see how these presses operate and how they are

dismantled, so that these people will attain the knowledge to reassemble the presses here in Oshawa and make them operational. It may be the case that the Company will require non skilled workers to go to these countries also, to be educated and retrained in the running of these presses. So as you can see, it really is a drastic change from the past and at the risk of being repetitive, there really has to be a massive retraining program for our members, both skilled and non skilled workers.

Because of the length of this article, I realize that I haven't talked in detail about the new Tri-Link Operations, and also I have not mentioned the huge expansion that everyone knows is taking place in the Truck Plant, and by not doing so, I certainly am not making light of what is taking place there. With the new Automatic Guided Vehicle System, being installed in the Truck Plant, this will also require another massive retraining program for our members in order that they can prepare for the future.

Some people will say that Oshawa is becoming a total assembly operation because of all the work that we have lost, in the areas, for example CKD, Parts & Service, Wiring, Radios, etc., and that there are not very many places left for our senior and/or impaired workers, and no one can deny that fact. The Union still has to try and preserve the operations that we presently have, and will continue that fight. The facts are, the world is changing and the auto industry is also changing and if we, as Union leaders, as well as the membership are not prepared to change in some areas, then in my opinion we are doomed, and we are sticking our head in the sand.

Over one year ago, I told the membership that General Motors in Oshawa would have a good future, and that General Motors would be investing close to one billion dollars in the Oshawa Operations. Yes, I was skeptical about the fact that GM was discontinuing the B-Car, along with many other people. I am still skeptical because I feel we have all our eggs in one basket so to speak. The Union has not been successful in any set of negotiations with General Motors to negotiate the right to tell the corporation what car or truck models, or other types of work will be built in General Motors facilities, but maybe that will become a reality some time in the future. Who knows in this ever changing world?

The facts are, that there are more people presently working in the Oshawa Operations, than at any

other time in our history, and General Motors is investing over one billion dollars in Oshawa. Everyone is aware of the situation with the Canadian dollar, versus the U.S. dollar and of the fact that GM can produce a vehicle cheaper in Canada because of the lower costs of benefits, etc. In addition, General Motors is well aware of the excellent work force and the well trained work force that has been in GM Oshawa over the past years, and that in itself has been a tremendous bearing on the fact that the corporation has and is continuing to make major investments in General Motors Oshawa.

Things do not always run smoothly or like everyone would like to see them run, and by that I mean both for the Union and the Company. Many times I have thought that with sixteen and a half thousand people working in the Oshawa plant, you could say that it is a community within itself and if you take any community, there are always problems.

The Union is here to protect, represent, and negotiate for the workers, along with many other functions. The leaders are charged with the responsibilities of showing leadership and being responsible. In my opinion, the Union and the Company has to strive to work together in the new Stamping Plant for example, and any place else where our members have to be retrained to deal with the ever changing automation and new technology so that we can be prepared for the future.

With GM investing the amount of money that they are in Oshawa, this most surely has to be a measure of job security for the people that are presently employed in the plant, and hopefully the Company will employ more people as time goes on.



North Plant News

By JOE LEITH
District Committeeman

During the last set of negotiations, it was stated that working condition problems were to be discussed and resolved on an on going basis rather than being saved up and dumped on the bargaining table all at once. This system of resolving problems as they arise makes more sense than having to wait three years. On March 12th, a working conditions tour was conducted with the following issues resolved:

1. Both Radiator washrooms to be spruced up by repainting and repairing anything not functioning properly.
2. All showers to be spray washed with new washer to clean walls and ceilings. This program should be done every 2 months or more frequently if required.
3. Plastics Finishing washroom to be finished completely. (a) Close in outside area east of the stairs where garbage constantly collects. (b) Finish installing wood on brick walls surrounding washroom and lunchrooms areas. (c) Dividing walls for

toilets require painting.

4. Temporary locker room to be built for Rim personnel in vacuum metallizer area.

PLASTIC MOULDING AND CLUSTER AREA

5. Repair walls with bright colours in plastics moulding lunch area. Ceilings to be repainted and damaged tiles replaced.

6. Individual taps for wash basins in Plastics Moulding lunchroom are required.

7. The Building 64 washrooms require a complete rework. All ceiling tiles require replacement. All toilet dividing walls should be repainted. This washroom is heated by the second floor of the old Wiring building.

8. A bulletin board is to be installed in the Rim & Plastics Finishing Lunch Room. They are also considering the need of another fridge.

These items were agreed to be done in December 1984.

An overtime book will be put in the lunchroom for Dock 25.

A cupboard will be installed for the Shippers on Track 35.

Thirty chairs have been ordered as replacement for worn out chairs in cafeteria.

I am hoping that in the very near future that management will be announcing the holiday dates for the North Plant.

Twilight Zone

By BILL RODGERS
Zone 41 Committeeman
North Plant

PLASTICS DEPARTMENT #10

For the past several weeks, the Plastics Department has slowed down tremendously on the overtime. One could say that it is a blessing in disguise as it would give some of our Sisters and Brothers a break from it.



There has also been some concern over the overtime hours being incorrect. This problem has been corrected as to the date of writing. Anyone on 3rd Shift spotting an error in the overtime book, call me immediately so that I can have it corrected without undue delay.

VACATIONS

Anyone working in the departments in the North Plant where there is no shut down period for vacations should apply as far in advance as possible to ensure that you receive the time needed for your vacations.

Anyone on 3rd shift having a problem with your request for time off for your vacation, should put a call in for

me so I can try to resolve any problems.

DEPARTMENT 52 MATERIAL HANDLING

Recently some supervisors in Department 52 decided to put the responsibility of working overtime onto the employees. They stated they wanted the employees to write down their names, serial numbers, and what day or days they wanted to work on a form in the overtime book. I would like to point out that there has not been any Union Rep agree to this crock of bull—nor were we even consulted about the issue.

Although it is my understanding that a certain supervisor Rob Simmons is telling his people we did, well this is an outright lie and it's jerks like you, Simmons, who create the unnecessary problems on the shop floor for the employees, Union Reps, and even Management. So take a good look around you, Rob, no one is laughing with you, just at you.

AUTOWORKERS CREDIT UNION

For sometime now, I have heard several Brothers and Sisters complain they are having problems obtaining loans at the Credit Union.

Since I do not hold an elected position within the Credit Union, I would like to point out that I cannot find out why these individuals were turned

down for a loan, as that information is highly confidential.

Although this disturbs me deeply as I have had a great deal of concern, personally for many years, over the functionalities of the Credit Union. When I first started in GM, I was always led to believe that the Credit Union was there to serve us, its membership. I would further like to point out that under the by-laws of the Autoworkers Credit Union, any member who has been denied a loan has the right to have their application referred to the Credit Committee for further consideration.

This Committee has 5 elected members, 4 Committee members and a Chairman who meet each Wednesday at 4:00 p.m. There you can discuss in private the reasons why you would like or need the loan processed.

I personally know three members, Brothers John Dolstra, John Phalen, and Mike Black who are sincerely concerned in helping the membership and very understanding.

In closing, if you do have a problem obtaining a loan from the Loan Officer or Manager, you have an alternative and that's the Credit Committee which in my own personal view is the most important Committee at the Credit Union.

The Oshawa Pack

The Oshawa Pack ended a very successful season this past weekend in St. Catharines. We started the season off by hosting our own tournament in December, which was a huge success.

On January 25 and 26, 1985 at Bewdley, we placed second to Port Hope Sportsland (16-team entries). On February 16, 1985 in Markham, we lost to Bewdley in the same finals in a shoot-out. Bewdley were champs on an easy win over Uxbridge. On April 4, 5 and 6, 1985, we again placed second to Port Hope Sportsland at Millbrook (16-team entries). This past weekend in St. Catharines (14-team entries), we came in second, losing to Local 199 axle. The score was 8-3 final, but

after the second period it was 4-3.

Scoring for Oshawa: R. Watt, S. Clifton, and P. Schoonderbeek. Our first game, we beat St. Thomas 2-1. Scoring our goals: D. Millson and D. Dunham. The second game, we beat Local 200 4-0. Scoring by S. Clifton, G. Kerr (2), and D. Lyons. The third game played with Local 195 saw us go into a shoot-out, but came out on top. Scoring: D. Lyons, G. Collins (2), and the shoot-out goal, C. Durward.

I personally would like to congratulate all our players and the Executive Board of Local 222, UAW, and we will see all of you next year.

Ross Cowan,
Coach and Manager



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Should we be Involved in Politics?

By LARRY HANNAH

Over the years I have been asked this question many times. Perhaps the best way to answer that is to look at the voting record of the three political parties and their policies, this way we can each judge for ourselves.



WHICH POLICIES MAKE SENSE

1. Oil Prices

a. Because we are 70 percent self-sufficient, we can

keep our oil prices below world market levels to give Canadian business an advantage over foreign competition.

b. We need a blended price for oil based on a combination of foreign prices and replacement costs that may be higher or lower than world prices.

c. We need to raise oil prices to match world prices.

2. Energy Supply

a. Although we have a lot more natural gas than we need, we probably should place some limits on what we sell just in case we are wrong.

b. We should build a pipeline to the eastern provinces to provide them surplus western gas and reduce our dependence on foreign oil.

c. We have such a large surplus of gas we can sell it to the United States for many years to come.

3. Cost-Of-Living

a. Old age and disability pensions should be fully indexed to cost of living increases.

b. We may need wage and price controls again.

c. Most social benefits should be reduced and many eliminated.

4. Interest Rates

a. Canada must follow the United States in raising interest rates to maintain economic stability.

b. We must keep our interest rates 2 to 3 percent higher than the United States to prevent money from flowing out of the country.

c. Canada, like Switzerland, Germany or Japan, can set its own interest rates based on its own economic needs.

5. Unemployment

a. If the government helps business earn more, jobs will be created.

b. Business tax incentives should be directly related to creating more Canadian jobs.

c. The government has done a lot over the past year, and is doing all it can to create jobs, not much more can be done about unemployment.

6. Canadian Resources

a. We need to give foreign investors more tax incentives to help us develop our resources.

b. To maintain our standard of living we must increase the export of our natural resources.

c. We can create jobs by processing our resources into finished products here at home instead of exporting them to other countries.

7. Mortgages

a. Anyone regardless of income should pay whatever the current bank mortgage rates are, but people with the highest rates should get up to \$2,500 in a tax credit on their interest payments.

b. The government should not guarantee lower mortgage rates.

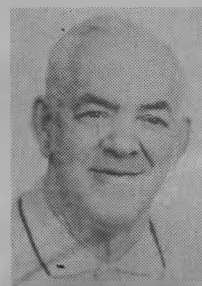
c. Canadian banks should be required by law to set aside a portion of their bank deposits for long-term mortgages at lower than the rate of consumer loans.

Now check your answers on what you think makes sense with those of the three political parties.

Question	A	B	C
1. NDP	LIB	PC	
2. LIB	NDP	PC	
3. NDP	LIB	PC	
4. PC	LIB	NDP	
5. PC	NDP	LIB	
6. LIB	PC	NDP	
7. PC	LIB	NDP	

Hockey Hot Box

By HAROLD REID
President, UAW Hockey League



Bob Phillips TV and Video wins UAW Championship with a convincing 9 to 3 victory over Versafood in a rough penalty filled contest. Again it was Versafood's failure to stop Bob Phillips' big guns that led to their downfall. Sharp shooter, Dan Spratt pumped in five goals and added two assists. Brent Barkwell, Rick Savoie, Dennis Jacobs and Doug Murray had one a piece.

For Versafood John Rushnell was put on the forward line and he clicked for a goal, Ron Duschl and Mike Noonan had one a piece.

This is the second straight year that Bob Phillips TV has won the championship. Their coach Ken Shobbrook has got to be congratulated for the drafting choices he made at the start of the year and for the way he put his lines together to

get the most out of each unit he sent on the ice.

Next year each player that submits his name in the draft should be asked if he intends to show up regularly to play if he is chosen by any team. This past year there were too many games when only seven or eight would show up to play.

That is not fair to the Sponsors, the fans or to their teammates who do show up as they have to do double duty and in this game they run out of gas when overworked. So my message as your President, is if any of you coaches know a player in the draft who will only show up now and then — do not draft him — no player is any good for your team if he does not show up. Let's pick the Players that want to play and we will once again see the Players' bench well occupied every game.

Any Player interested in playing should watch for the ad for Players wanted in the September issue of *The Oshaworker*.

Until then, have a good holiday and hopefully I'll see most of you back on the ice at the start of the Season.

Legislature Passes WCB Amendments

By JOHN DOLSTRA
OFL Delegate

Major changes are in store for injured workers in Ontario following the recent passage of Bill 101, an Act to amend the Worker's Compensation Act, the Act has amendments dealing with changes in the areas of benefits, administration and procedure. Benefit changes have been in effect as of April 1, 1985, and are as follows: (a) An



increase in the covered earnings ceiling of pre-accident earnings to \$31,500, from the former \$26,800. (b) Improved rehabilitation supplement provisions for partially disabled workers through inflation adjustment of pre-accident earnings in the calculation of those benefits. In addition, the receipt of the Canada Pension Plan disability pension will no longer be considered a barrier to the payment of rehabilitation supplement, but will be taken into account in determining the amount of supplement. Supplements are designed to bring the income of disabled workers up to total disability weekly money levels while the workers are in rehabilitation programs.

(c) Older injured workers who are unlikely to benefit from vocational rehabilitation will be eligible for WCB rehabilitation supplements equal to the level of the Old Age Security Pensions.

(d) Benefits will be based on 90 percent of the injured worker's pre-accident net earnings rather than the present 75 percent of gross earnings.

(e) A new and enhanced formula for determining entitlement of surviving spouses and dependents. Survivors awards will comprise both a lump sum and a continuing benefit fixed as a proportion of the deceased's pre-accident net earnings. The level of the lump sum award is to be age related, as is the continuing payment for the sole surviving spouse. Where dependent children are involved, the continuing payment is to be fixed at 90 percent of pre-accident net earnings, the same level as would be paid to a totally disabled injured worker.



SWAP COLUMN

Continued from Page 7

WANTED TO BUY

2 H.P. OUTBOARD MOTOR for canoe. Call: 986-5322 after 4:00 p.m.

TIRES 8-14.5 LT, 12 ply. Call: 668-6980

EXERCISE BIKE in good condition, front end off 1968 or older Volkswagen Beetle. Call: 571-0721 after 4:00 p.m.

21' ROLL OUT TRAILER awning. Call: 623-6994

ROTO TILLER, rear tine model, Troy built, Ariens, Honda, etc. Also, garden shredder for twigs, leaves, soil. Call: 576-5994 or 576-7512

WANTED TO RENT

OUT-OF-TOWN retired couple, non-smokers and abstainers, require small bachelor apartment in Oshawa, occasional use. Call: 725-8645

SINGLE MALE, 30, very quiet, employed, non-smoker, non drinker, needs an apartment within Oshawa. Call: 725-1661 or 725-8856 after 5:00 p.m.

SERVICES

ABORTION REFERRAL. Call: 728-3242

IF YOU ARE the Spouse or Relative of a problem drinker and seeking help, call: Al-Anon 728-1020

PREGNANT AND DISTRESSED? We can help you. Call: Birthright 579-2336

DISTRESS CENTRE. Telephone Befrienders. Available 24 hours a day. Call: 433-1121 or 686-2366

ARE YOU COPING with daily stresses? Community Involvement and Volunteer Program needs volunteers to assist others who are experiencing emotional difficulties. If you can help, call: 579-7661

EDITOR'S VIEWS

By FRANK TAYLOR



Once again the Truck Plant has erupted with more labour unrest as management continues their assault upon our Union and its basic principals. Supervision are methodically carrying out a campaign to restrict in plant Union representatives and reduce their effectiveness. There is an evident conspiracy underway since the early 1980's to take jobs away from our membership in Local 222 and undermine our rights secured through collective bargaining.

General Motors has been allowed to eliminate many preferred departments which were suitable for our older and/or impaired members. These preferential departments include CKD, Wire and Harness, Parts and Service, Black Enamelling operations as well as the erosion of the types of work which should be performed by our members employed in Department 77 Rail Shipping and the Inspection Departments. Management have systematically accomplished all these rather dubious objectives with little or no opposition while simultaneously embarking on new schemes as confident as though they had our permission.

In addition to GM giving our membership's jobs to other factories and localities they have forced us to give them enormous concessions during negotiations and throughout the life of the agreement. Management violate transfer rights continually because they realize our grievance procedure can be used as a legitimate way for them to avoid fulfilling their contractual obligations to our members. **There are many grievances still in procedure for over three years and supervision use this to their advantage.** Many policy grievances have been initiated in the past 5 years protesting the elimination of our preferred departments through management giving this work to other companies or locations, yet none have ever been satisfactorily resolved.

This same grievance procedure is now proving to be supervision's main tool in their attempt to weaken or destroy in plant Union representation. Committeemen are contractually free from orders to ensure our members receive proper representation. If this was not the case then supervision could prevent employees from being represented by simply ordering their Union Rep. to leave the area or office. Although committeemen, being free from orders, has been an established fact for many years management disciplined Union Rep. Tom Conahan because he didn't leave an office when directed to do so by Labour Relations Rep. Randy Giroux. Truck Plant employees refused to work because their rights to Union representation were in obvious jeopardy. Management refused to get the idle workers a zone committeeman for representation and sent the entire Truck Plant home just a few minutes after the work stoppage occurred. These facts alone indicate a definite conspiracy is well under way.

At the time of writing management were conducting interviews with the employees involved in the work stoppage and no discipline has been issued. Requests to have our Plant Chairman involved were denied but Brother Bennett did tell the news media he intended to pursue Tom Conahan's grievance through the grievance procedure and if necessary to arbitration. This will probably have the Company shaking in their boots since they'll realize sometime within the next three years Brother Conahan will be exonerated and receive full compensation. **However our membership will have to live with the fact their respective committeemen will have to discontinue representing them if instructed to do so by supervision.**

It may be coincidental but management are currently trying to introduce a new group concept where the Company will conduct elections so each team elects their own "teamleaders" for representation purposes. In all probability General Motors is confident they'll be successful in having their group leaders provide all hourly-rated employees with Company oriented representation in the near future. After all management can rationalize having each supervisor or their agent represent an employee as being most beneficial because **it was likely their actions which created the problem in the first place** making them the most informed person available for representation purposes.

Truck Plant News

By GEORGE KNOTT
Zone 23 Committeeman

There have been many changes in our working environment and atmosphere within the past few months. Much of this shifting is a



result of Company Politics and supervision's struggle for power within the corporate structure. The key to this political web is Howard Toaze, GM's Director of Personnel and the Company's master puppeteer. He operates from his ivory tower surrounded by a collection of personal lackies categorized as Central Labour Relations Personnel.

According to supervision, Toaze was in political opposition to our former plant manager and Truck Plant general superintendent. This situation apparently caused him a considerable amount of aggravation because Howard could not control

what took place in the Truck Plant since Tallon and Pratt were only interested in the constant improvement of quality and productivity. There were no major labour disputes or conflicts when Pratt and Tallon were in charge and Steamer could not get them to generate the discontentment he likes to promote to justify his own existence. Apparently Toaze finally managed to convince members of GM's higher echelon to move Pratt and and install Bob Walker in his place. This move proved most beneficial because Walker immediately established himself as a person with no credibility and an abundance of deficiencies in his character.

Walker and Toaze embarked on a well mapped course to try and destroy our Union and create as much resentment as possible. Seniority provisions and flow rights were destructed as well as transfer rights completely ignored. Jobs and department changes were made through personal selection instead of through contractual procedures.

Management insists Toaze is the

person responsible for illegally putting "B" Body employees in the Truck Plant and that Walker did not have the jam to correct the situation. When you analyze what has happened in the Truck Plant since the changes in management were made, it is quite evident who is responsible.

The recent disciplining of Union Reps in the Truck Plant are purported to be in retaliation for articles written in our Union paper. It is a well known fact Howard Toaze was in charge of all the events which took place because Randy Giroux openly called his office for instructions. This includes the orders to turf Orville Faught out of the Truck Plant and management's refusal to try and resolve the problems. There is no doubt in my mind General Motors lost five hours production and the profits it would bring to salvage Steamer's ego through his own personal vendetta.

It must be a hard pill for the higher echelon to swallow because they must realize they were CONNED into being responsible for losses caused by Central Labour Relations Personnel.

By JOHN KOVACS
SUB Representative

I have learned at a very young age that when you receive an ounce of kindness from someone, you are to return that kindness in a bigger



volume than what you received. I was well into my school years when I learned — if you have a confrontation and your opponent is a real S.O.B., — in order to come out on top and win, you have to be a bigger S.O.B. than he is, or otherwise you lose.

I have implemented this bit of philosophy when I became a Union representative some sixteen (16) years ago, and to this day I practice it. The only difference is that I put myself aside, and what I receive, or hand out, is all in your behalf, the membership I represent. I do not have any personal interest in my dealings with management, let that be General Motors or the Government. This bit of philosophy made me a successful Union representative on a lower level, and I will not part from it — ever.

UIC — OVERPAYMENTS

Most of the calls these past four (4) weeks were over the UIC Post Audit letter, and the overpayment letters sent to you by our SUB office, notifying you that you received Unemployment Insurance payment in certain weeks, and you also had some kind of earnings from GM. It could be S & A, S.W.W. or regular earnings. The same day that letter is mailed to you, the GM SUB office is

sending a copy of that letter over to the UIC Commission.

Some of you were very angry, and questioned me as to what business it is to the Company that you owe money to the Government? Logic would say NONE, but the fact is your SUB is very integrated with UIC and there is an agreement between the Commission and General Motors. Remember that you do not have to react on a letter from GM — in case of a UIC overpayment, and you should wait until Belleville sends you an overpayment notice, then check it out and if you owe the money to the Commission pay it back promptly. If you don't, under section 47, they can impose a 25 percent penalty, and they also can garnishee your weekly pay cheques.

After the "B" Body lay-off we had some 650 Brothers and Sisters with less than a year seniority and with 20 hours weekly earnings — using their allowable, they were entitled to some unemployment insurance benefit. They had to declare the correct gross amount for each week, and they received from \$3.00 up to \$30 until the plant started to work 40 hours a week.

There were all kinds of mistakes committed on these cards, and it resulted in all kinds of overpayments and some cases underpayments, where you put down a larger amount than you really received. In that case UIC did not pay you what you should have received.

Ironically, the SUB office never sends any under payment letters over to the UIC Commission. When I questioned Moe Madill as of why it is not done, he plainly stated that the computer is not set up to give that information. In other words they are not concerned if UIC owes you any money, and that you may not be

aware of it, but they are very concerned if you owe UIC some money, because of overpayment. Just a good example of how big business teams up with the big Government to screw the little guy.

I have some of these cases well documented, and some discussion will take place with the International Union in the near future.

TRUCK PLANT SHORT HOURS

Most of you in the Truck Plant are well aware by now that on April 12 the Company sent home the entire day shift around 10:00 a.m., because some one hundred and fifty (150) Brothers and Sisters refused to work, after the Company suspended their Committeeman, and an Alternate Committeeman.

I do believe the entire plant was involved on No. 2 Shift, and most everybody lost five (5) hours pay who were sent home. I have received some phone calls, and also some calls in the plant, about short work week hours. I am sorry to say there will be no S.W.W. paid by the Company and everyone was coded Labor Dispute, and Labor Relations sent a message over to the SUB office that no one will be paid. There is a language in our SUB contract and it is very clear. We cannot win it, unless the Top Committee and the Chairman can work out an agreement with the Company. I felt it should go on record, because some statements were made by people that an appeal should be filed, and the individuals should know better.

A CLOSING MESSAGE

Money and time are the heaviest burdens of life, and the unhappiest of all mortals are those who have more of either than they know how to use.

Body Shop Views

By RON "GIBBY" GIBSON
Committeeman Zone 45

Being a Union Rep has made me very concerned with what is happening in the Truck Plant since the outcome will affect our entire organization. There isn't any doubt GM has challenged our



Union in hopes of destroying the quality of in-plant representation. If the Company is successful in only delaying the resolution of a discipline, then they've managed to decrease the de-

gree of representation every hourly-rated person will get.

For instance, a committeeman is contractually free from order so supervision can't impede his progress in providing an employee with representation. If this was not the case, all our members would only receive the degree of representation the supervisor wanted to allow.

By the same token, if a committeeman is suspended for not obeying a supervisor's order and has to wait for his grievance to reach arbitration before being exonerated, then that particular person can't properly represent our members until this process has been concluded. Because many grievances take years to resolve, a committeeman would have to refrain from properly representing people or end up discharged through the Company's progressive discipline program. This entire Truck Plant situation is a grave concern to every member of Local 222 as it will probably determine whether our rank and file members have the right to effective representation.

It should be quite evident to all our Union leaders the Company not only provoked the recent sitdown in the Truck Plant, but made certain it wouldn't be prevented. Supervision suspended Union Rep Gary Murphy to test the water and, when Bing Campney successfully managed to

prevent the impending sitdown over this incident, the Company decided to squeeze harder by immediately suspending Tom Conahan for trying to assist Brother Murphy on the previous day.

During the time period following Brother Murphy's suspension and before Tom Conahan was put on notice, Orville Faught went into the Truck Plant in the capacity of President of Local 222. Orville explained to Truck Plant management our plant chairman didn't want to try and resolve the problems, so he wanted to discuss the situation in hopes of avoiding a full scale confrontation. Labour Relations Rep Randy Giroux informed Brother Faught the Company was not interested in resolving the issue, and immediately had him thrown out of the Truck Plant.

While this incident with Brother Faught was taking place, Randy Giroux had acted on marching orders received over the phone from Howard Toaze's office. The Company purposely forced Truck Plant employees to take matters into their own hands, and they alone are responsible for creating the work stoppage. There are some additional facts concerning the incident which can't be mentioned in this paper, but they certainly warrant an extensive investigation by our International Union and perhaps our Government.

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